

53rd Synod of the Diocese of Sydney

Second Session

Minutes of Proceedings of the Synod for Saturday 14 and Monday 16 September 2024

1. Assembly

The Synod assembled in the Rouse Hill Anglican College at 3.15 pm after a service of Holy Communion at which the address was given by the Rev Graeme Howells.

In accordance with Standing Order 1.4(3) the President adjourned the Synod until 3.25 pm.

2. Prayers

Archdeacon Simon Flinders led the Synod in prayer.

3. List of members of the Synod

The President tabled a copy of the list of members of the Synod.

4. Procedural motion

4.1 Arrangements concerning the Presidential Address

Mrs Briony Bounds moved –

‘Synod –

- (a) agrees to treat Saturday 14 September and Monday 16 September 2024 together as the first day of this session for the purposes of the order of business set out in Standing Order 3.2 of the *Synod Standing Orders Ordinance 2019* (the Standing Orders), noting that –
 - (i) the business paper for day 1 will therefore be used for both 14 September and 16 September 2024, and that it is intended to address the matters in Standing Order 3.2 as follows –
 - (A) paragraphs (a)-(c) on Saturday 14 September, and
 - (B) paragraphs (d)-(s) on Monday 16 September,
 - (ii) as a consequence of these arrangements, minutes for Saturday 14 September and Monday 16 September will be together signed as a correct record (or otherwise dealt with) by the President on Tuesday 17 September, in accordance with Standing Order 3.3(c),
- (b) agrees to treat Tuesday 17 and Wednesday 18 September 2024 as the second and third days of this session respectively, for the purposes of the order of business set out in Standing Order 3.3, and
- (c) notwithstanding paragraph (a), agrees to commence the order of business for Monday 16 September 2024 with the following two items –
 - (i) The President, or a person appointed by him, is to pray,
 - (ii) The President, or a person appointed by him, is to read a passage from the Bible and apply it,

and suspends so many of the Standing Orders as would prevent these arrangements.’

Seconded and carried

5. Presidential Address

The President delivered his address to the Synod.

Adjournment

At 4:35 pm, Archdeacon Simon Flinders moved –

‘That the Synod adjourn and resume at 3.15 pm on Monday 16 September 2024.’

Seconded and carried

Resumption

The Synod resumed at 3.15 pm on Monday 16 September 2024 in the Wesley Theatre.

6. Prayers

Archdeacon Kara Hartley led the Synod in prayer.

7. Bible study

The Rev Kevin Kim led the Bible study.

8. Document appointing a Commissary

The President tabled a copy of a document appointing a commissary.

9. Procedural motions

9.1 Amendment to the business paper for Monday 16 September 2024

Mrs Briony Bounds moved –

‘Synod permits the alteration of today’s business paper in the manner set out on the paper circulated to Synod members headed “Amendments to the business paper for 16 September 2024”, and suspends so many of the Standing Orders as may prevent these arrangements.’

Seconded and carried

9.2 Adoption of proposed Synod Standing Orders

Mrs Briony Bounds moved –

‘Synod, noting –

- (i) the Bill for the Synod Standing Orders Ordinance 2019 Amendment Ordinance 2024 (**the Bill**) proposes to amend the *Synod Standing Orders Ordinance 2019* (**the Standing Orders**) at this session, and
- (ii) a number of proposed amendments in the Bill relate to matters which will arise in the course of Synod business before the consideration of the Bill, such as notice of motions (rule 4.3), calling of motions (rule 4.5), and asking of questions (rule 6.3),

- (a) agrees it is preferable to maintain consistent procedures throughout a session of the Synod, and
 - (b) agrees to adopt the amendments to the Standing Orders proposed in the Bill for the entirety of the present session, irrespective of the passage of the Bill,
- and suspends so many of the Standing Orders as would prevent these arrangements.'

Seconded and carried

10. Calling of motions related to certain elections

The President called the motions related to the elections in the order in which they appeared on the business paper.

10.1 Anglican Church Property Trust Diocese of Sydney

Mrs Briony Bounds moved –

'Under section 12 of the *Anglican Church of Australia Trust Property Act 1917*, the Synod declares a vacancy in the offices of members of the Anglican Church Property Trust Diocese of Sydney for the Rev Andrew Robson, Ms Margaret Stuart, Mr Caleb Teh, and Mrs Marianne Yacoel, who have come to the end of their terms of office, noting that Mr Robson, Ms Stuart, Mr Teh, and Mrs Yacoel have each been nominated in anticipation of these vacancies being declared.'

Seconded and carried

10.2 Committee for the Order of Business

Dr Robert Tong AM moved –

'Synod elects Archdeacon Simon Flinders as an additional member of the Committee for the Order of Business, for the duration of the 53rd Synod.'

Seconded and carried

11. Uncontested elections

A list of the uncontested elections was tabled, the results of which –

- (a) in the case of the election for the Anglican Church Property Trust, was declared by the President,
- (b) in the case of all other elections, were declared by the President on 3 September 2024, effective from 14 September 2024,

pursuant to rule 4.1(b) of the Second Schedule to the *Synod Elections Ordinance 2000*.

12. Tabling of the minute book of the Standing Committee

The minute book of the Standing Committee was tabled.

13. Petitions

There were no petitions.

14. Questions

A list of questions asked by the following members in accordance with Standing Order 6.3(2)(a) was tabled –

- (1) Dean Sandy Grant
- (2) The Rev David Morgan
- (3) The Rev John Chappell
- (4) The Rev Zac Veron
- (5) Professor Chris Bellenger
- (6) Mr Samuel Doherty
- (7) Mr Samuel Doherty
- (8) Mr Samuel Doherty
- (9) Mr Samuel Doherty
- (10) Mr Samuel Doherty
- (11) Mr Samuel Doherty
- (12) Mrs Alison Pollard
- (13) Mr David Minty
- (14) Mr David Minty
- (15) Mr David Minty
- (16) Mr David Minty
- (17) Mr David Minty
- (18) Mr David Minty
- (19) Mr David Minty
- (20) Mr David Lloyd
- (21) The Rev Mark Groombridge

15. Notices of Motions

Notices of motions were given by the following members –

- (1) Bishop Michael Stead
- (2) Bishop Michael Stead
- (3) Mr Tristan Anlezark
- (4) Mr Samuel Doherty
- (5) Mr Samuel Doherty
- (6) Mr Peter Hicks
- (7) The Rev Richard Blight
- (8) Dr Laurie Scandrett
- (9) Dr Laurie Scandrett

16. Procedural motions from members

16.1 Arrangements for consideration of motion regarding the Rev Jodie McNeill

Dr Laurie Scandrett moved as a procedural motion –

'Synod agrees to schedule consideration of the motion for which notice was given today, regarding the Rev Jodie McNeill, on Monday 23 September 2024 after Mission Hour.'

Seconded and carried

17. Notices of Motions

Notices of motions were given by the following members –

- (10) The Rev Andrew Lim

18. Procedural motions from members

18.1 Arrangements for consideration of further motion regarding the Rev Jodie McNeill

The Rev Andrew Lim moved as a procedural motion –

'Synod agrees to schedule consideration both motions regarding the Rev Jodie McNeill, for which notice was given today, together on Monday 23 September 2024.'

Seconded and carried

19. Notices of Motions

Notices of motions were given by the following members –

- (11) Mr Peter Mayrick
- (12) Canon Tim Swan
- (13) Canon Brian Tung

20. Procedural motions from members

20.1 Arrangements for consideration of motion regarding the Nepali Church Plant

Canon Brian Tung moved as a procedural motion –

'Synod agrees to schedule consideration of the motion for which notice was given today, regarding the Nepali Church Plant, on Monday 23 September 2024 at a time to be determined by the Committee for the Order of Business.'

Seconded and carried

21. Notices of Motions

Notices of motions were given by the following members –

- (14) Mrs Greta Morris

22. Procedural motions from members

22.1 Presentation regarding Mothers Union Sydney

Archdeacon Kara Hartley moved as a procedural motion –

'Synod agrees to allow a 2-minute video prepared by Mothers Union Sydney, to be shown at a time prior to the dinner break on any day, determined at the discretion of the President.'

Seconded and carried

23. Calling of motions on the business paper

The President called the motions in the order in which they appeared on the business paper, except those motions about a proposed ordinance or policy, to be considered at a time fixed by the Synod, or appearing in their substantive form for the first time on the business paper for that day.

23.1 Arrangements concerning Daily Papers and amendments

Mrs Briony Bounds moved –

'Synod –

- (a) notes that it is proposed to prepare and print Daily Papers (usually including the Business Paper and Schedule of motions with amendments) in a consolidated form and provide them to members in the foyer of the Wesley Theatre from 2.15 pm on each day,

- (b) notes that the Daily Papers will be posted on the SDS website, www.sds.asn.au as soon as they are finalised,
- (c) in order to facilitate this process, agrees that amendments for inclusion in the Daily Papers for any day of the session must be received by the Synod Secretary (either on paper or by email sent to synodbusiness@sydney.anglican.asn.au) in a substantially complete form by 10.30 am to be included in the Daily Papers for that day, and
- (d) notes that amendments received by the Synod Secretary after that time or which are not in a substantially complete form may, where feasible, be projected on the overhead screen in the Wesley Theatre (if required to be considered on that day) but will otherwise be included in the Daily Papers for the following day.'

Seconded and carried

23.2 Arrangements for the scheduling of business

Mrs Briony Bounds moved –

'Synod notes that the Timetable for Synod Business sets out the anticipated order of business, including the following presentations that have been approved by the Standing Committee –

- (a) on Tuesday 17 September (afternoon session, from 5.25 pm) –
 - (i) a presentation from Anglican Youth and Education Diocese of Sydney (Youthworks), from Canon Craig Roberts, the Rev Mike Dicker, the Rev Steve Carlisle, and Mr Andy Stevenson, including visuals, of up to ten minutes including prayer, and
 - (ii) a presentation from the Parish of Pymble, including visuals, of up to ten minutes including prayer,
- (b) on Tuesday 17 September (evening session, from 7.00 pm), a presentation on the principles and processes used in developing the proposals for the restructure of the central organisational structures of the Diocese, including visuals, of up to 20 minutes,
- (c) on Wednesday 18 September (afternoon session, from 5.25 pm) –
 - (i) a presentation from Moore Theological College, including visuals, of up to ten minutes including prayer, and
 - (ii) a presentation from the Parish of Woollahra, including visuals, of up to ten minutes including prayer,
- (d) on Tuesday 24 September (afternoon session, following the formal matters), a presentation from the Synod in the Greenfields organising committee, including visuals, of up to five minutes including prayer,

and notes that the Standing Committee has approved the following being presented at a time determined at the discretion of the President –

- (e) a presentation from the Endowment of the See Corporation, including visuals, of up to five minutes including prayer,
- (f) a presentation regarding the HOPE25 Mission, including visuals, of up to five minutes including prayer, and
- (g) a presentation from Anglicare, including visuals, of up to ten minutes including prayer, and agrees –
- (h) to deal with its business in accordance with the Timetable for Synod Business, subject to the ultimate discretion of the President,
- (i) that the mover and seconder of the motion at M3 (Sadleir: Classification as a Parish) may combine for a joint presentation with visuals for up to 15 minutes including prayer, on Monday 16 September (evening session, from 7.00 pm),
- (j) that the mover and seconder of the motion at M4 (Sussex Inlet: Classification as a Parish) may combine for a joint presentation with visuals for up to 15 minutes including prayer, on Monday 23 September (afternoon session, immediately prior to the dinner break),

- (k) that Dr Emma Penzo, a member of the Central Diocesan Structures Review Committee who is not a member of the Synod, may attend and speak to any motion moved at the session in connection with the review of the central organisational structures of the Diocese, if called on to do so, but not vote on any such motion,
 - (l) to a one-page flyer, in connection with the presentation mentioned in paragraph (f), being made available in the foyer of the Synod venue following the presentation for collection by members, and
 - (m) to reserve the evening of Wednesday 18 September for the conclusion of debate on any matters commenced but not yet concluded earlier in the session,
- and suspends so many of the Standing Orders as would prevent these arrangements.

Seconded and carried

23.3 Newmarch House 2020 COVID-19 Outbreak

Mr Simon Miller moved –

‘Synod, noting that –

- (a) the Report of the coronial inquest into the Newmarch House 2020 COVID-19 outbreak has not yet been released,
- (b) a class action has been commenced and continues against Anglican Community Services (**Anglicare Sydney**) and others in relation to the Newmarch House 2020 COVID-19 outbreak, and
- (c) by resolution 3/23, the Synod requested a report be provided to the Standing Committee on this matter when all inquiries and legal matters are resolved,

agrees not to consider any motion on the topic of the Newmarch House 2020 COVID-19 outbreak and Anglicare Sydney’s response at this session and suspends all Standing Orders as would prevent these arrangements.’

Seconded and carried

23.4 Arrangements for consideration of Leadership of Indigenous Ministry in the Diocese motion and Bill

The Rev Nigel Fortescue moved –

‘Synod agrees to –

- (a) allow a five-minute video from the Indigenous churches in the Diocese, to be shown immediately prior to the motion at M10 (Leadership of Indigenous Ministry in the Diocese), in lieu of a seconder’s speech on the motion, and
- (b) consider the Bill at B4 (Leadership of Indigenous Ministry in the Diocese Amendment Ordinance 2024) immediately following the motion at M10 (Leadership of Indigenous Ministry in the Diocese).’

Seconded and carried

23.5 Arrangements for the consideration of M24 40th anniversary of the establishment of Sports & Leisure Ministries

The Rev Dr Richard Wenden moved –

‘Synod agrees to schedule consideration of the motion at M24 (40th anniversary of the establishment of Sports & Leisure Ministries) in the 30 minutes before the dinner break on Wednesday 18 September 2024.’

Seconded and carried

23.6 Publication of presentation material

Mrs Briony Bounds moved –

'Synod agrees that any video presentation or presentation material may be published by the Secretary of the Synod, with the agreement of the presenter of the material, on the Synod webpage.'

Seconded and carried

23.7 Annual reports submitted under the *Accounts, Audits and Annual Reports Ordinance 1995* for organisations with a financial year ending 30 June

Mrs Briony Bounds moved –

'Synod notes that the following annual reports, submitted under the *Accounts, Audits and Annual Reports Ordinance 1995* for the Financial Year ending 30 June 2023, have been tabled and receives them –

Archbishop of Sydney's Anglican Aid (The) *

Archbishop of Sydney's Anglican Aid (The), as trustee of the Archbishop of Sydney's Overseas Ministry Fund *

Archbishop of Sydney's Anglican Aid (The), as trustee of the Archbishop of Sydney's Overseas Relief and Aid Fund *

Anglican Community Services*

Seconded and carried

23.8 Other annual reports

Mrs Briony Bounds moved –

'Synod notes that the following annual report for the Financial Year ending 31 December 2023 has been tabled and receives it –

Mission to Seafarers (The), Sydney'

Seconded and carried

23.9 Standing Committee and other special reports

Mrs Briony Bounds moved –

'Synod receives the following reports and notes that they have been printed at the direction of the Standing Committee –

- (1) 2024 Report of the Standing Committee
- (2) Synod Funds Amalgamated Annual Financial Report for 2023
- (3) Parish Funds Amalgamated Annual Financial Report for 2023
- (4) Synod – St Andrew's House Fund Annual Financial Report for 2023
- (5) Sadleir: Proposal to change the status of the provisional parish to a parish
- (6) Sussex Inlet: Proposal to change the status of the provisional parish to a parish
- (7) Attendance Patterns and Mission in the Diocese (64/23)
- (8) Doctrine Commission Report: The Anglican Communion and the Anglican Church of Australia
- (9) Doctrine Commission Report: The Relationship of Church and State and Religious Freedom (38/22)
- (10) Implementation of the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse (12/23)
- (11) Leadership of Indigenous Ministry in the Diocese (10/23)
- (12) Ordinances passed by the Standing Committee (since August 2023)
- (13) Partnership with Anglican Schools (56/23)
- (14) Professional Development for Ministry Workers (54/22)
- (15) Property priorities to progress Indigenous ministry (22/22)
- (16) Review of the central organisational structures of the Diocese

- (17) Shaping Parish Structures for Mission
- (18) Stipends, Allowances and Benefits for 2025 (2/05)
- (19) Toward the development of a Diocesan Property Strategy (15/22)
- (20) Use of Non-Disclosure Agreements in the Diocese (48/23)
- (21) Ministry Spouse Support Fund Report Annual Report for 2023
- (22) Reporting on the National Redress Scheme (Annual Report) (42/18)
- (23) Regional Councils' Annual Reports for 2023
- (24) Safe Ministry Board and the Office of the Director of Safe Ministry Annual Report 2023-2024
- (25) Work Outside the Diocese
- (26) Review of the Governance Policy for Diocesan Organisations (33/23)
- (27) Parish Governance Policy
- (28) Explanatory statements and reports on Bills.'

Seconded and carried

23.10 Professional Development for Ministry Workers

Bishop Chris Edwards moved –

'Synod, noting the report "Professional Development for Ministry Workers" –

- (a) invites members of the Synod to provide feedback to the Diocesan Secretary by 31 December 2024 on the proposed arrangements for all ministry workers in the Diocese to undertake mandatory, regular professional development as contemplated in the report, and
- (b) requests the Standing Committee to implement arrangements for professional development for all ministry workers having given regard to any feedback received.'

Seconded and carried

23.11 Acknowledgement of former ACPT, SAHC, and ACGC members

Mrs Melinda West moved –

'Synod noting that, as a consequence of the formation of the transitional Sydney Anglican Property (**SAP**) Board on 1 January 2024, the following 14 former members of the Anglican Church Property Trust, St Andrew's House Corporation, and Anglican Church Growth Corporation did not continue as members of the SAP Board –

Canon Christopher Allan	Mr Richard Neal
Mr Howard Bellchambers	Mr David Nelson
Mr Andrew Buckley	Mr Trevor Ratcliff
Mr Marcin Firek	Mr Peter Rusbourne
Mr Robert Freeman	The Rev James Sneddon
The Rev Dr Raj Gupta	Dr Robert Tong AM
Mr Peter Janssen OAM	The Rev Philip Wheeler,

- (a) acknowledges the collective 133 years of service represented by those 14 former members, and
- (b) thanks each of them for their contribution to the wise stewardship of these organisations over many years.'

Seconded and carried

23.12 Partnership with Anglican Schools

Bishop Chris Edwards moved –

'Synod, noting the report "56/23 Partnership with Anglican Schools" –

- (a) notes that the draft statement on Reformed Anglican Education has been presented to heads and chaplains as requested by the Synod, and thanks heads and chaplains for their thoughtful engagement with the statement and for their detailed feedback,
- (b) reaffirms Synod's acknowledgement of, and thanks for, Anglican Schools, as partners in the mission and ministry of the Diocese,
- (c) requests the Standing Committee to form a suitably qualified committee to review the Diocesan Policy Statement on Education, to report back to the next ordinary session of the Synod in 2025, and provide the committee with all the feedback received on the draft statement on Reformed Anglican Education,
- (d) requests that the revision of the Diocesan Policy Statement on Education address (among other things) the specific areas raised in the report,
- (e) requests that the revised Diocesan Policy Statement on Education incorporate key insights and principles contained in the draft statement on Reformed Anglican Education, and
- (f) requests the Diocesan Secretary communicate the substance of this resolution to heads and chaplains of Diocesan schools, including a copy of the Diocesan Policy Statement on Education, and expressing Synod's commitment to continuing dialogue with schools regarding these matters.'

Seconded and carried

23.13 Shaping Parish Structures for Mission

Archdeacon Anthony Douglas moved –

'Synod, noting the report "Shaping Parish Structures for Mission" –

- (a) invites members of the Synod to provide feedback to the Diocesan Secretary by 30 November 2024 on the proposed changes as contemplated in the report, and
- (b) requests the Standing Committee to implement the proposed changes in light of feedback received.'

Seconded and carried

23.14 Doctrine Commission Report: The Relationship of Church and State and Religious Freedom

The Rev Dr Mark Thompson moved –

'Synod, noting the report "The Relationship of Church and State and Religious Freedom" –

- (a) endorses the report, and
- (b) approves its publication on the Commission's website.'

Seconded and carried

23.15 Implementation of the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse

Ms Nicola Warwick-Mayo moved –

'Synod, noting the report "12/23 Implementation of the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse", requests the Standing Committee to provide a further update to the next session of the Synod in relation to implementation of the actions set out in the table to the report.'

Seconded and carried

23.16 Mr Greg Hammond OAM

Ms Evelyn Horton moved –

'Synod, noting that on 31 July 2024, Mr Greg Hammond OAM retired as Chairman of Anglican Community Services (Anglicare Sydney) after eight years of faithful service –

- (a) gives thanks to God for His work through Anglicare Sydney during Mr Hammond's chairmanship of the organisation including –
- (i) the successful formation of Anglicare Sydney with the merger of Anglican Retirement Villages and the Sydney Anglican Home Mission Society in 2016,
 - (ii) the increased alignment of Anglicare Sydney with the Diocesan Mission and the firm commitment of the organisation to partnerships with parishes to further the Gospel of Christ,
 - (iii) successfully managing the succession of the Chief Executive Officer of the organisation in 2021-2022,
 - (iv) the expansion of Anglicare Sydney's footprint to include the Armidale and Bathurst Dioceses and the growth of services to older Australians, and families and people in marginalised communities,
 - (v) leaving Anglicare Sydney in a robust financial position after the uncertainty and challenges following the Royal Commission into Aged Care, and
 - (vi) representing Anglicare Sydney on the Standing Committee of the Diocese of Sydney and Anglicare Australia as Chair of the Anglicare Australia Chairs Network, and
- (b) thanks God for Mr Greg Hammond's leadership and Mrs Beth Hammond's support, and prays for their ongoing commitment to the Gospel and contribution to the Diocese and beyond through service on the Standing Committee, the Governance Policy Review Committee and the Board of the Australian College of Theology.'

Seconded and carried with acclamation

Ms Horton led the Synod in prayer for Mr Greg and Mrs Beth Hammond.

23.17 Retirement of the Rev Eric Percival

Bishop Chris Edwards moved –

'Synod gives thanks for the ministry of Eric and Christine Percival. After nineteen years of ministry to the Parish of Greenwich, Eric will retire from full-time ministry later this year. The Parish have expressed their thanks for Eric's emphasis on small groups as a means of helping spiritual growth and providing pastoral support. They have valued his wise and insightful preaching and are especially thankful for how he brought the congregation through Covid and we all pray God's blessings on them as they retire.'

Seconded and carried

Bishop Edwards led the Synod in prayer for the Rev Eric and Mrs Christine Percival.

23.18 Giving thanks to God for the ministry of Cursillo

The Rev Robert Happer moved –

'Synod gives thanks to Almighty God for the ministry of Cursillo, Diocese of Sydney, noting that –

- (a) over the past 30 years, this lay led ministry has been used by God to grow disciples and to lead women and men into a clear and vital relationship with our Lord Jesus,
- (b) many hundreds of people have shared in the program and we are grateful to them for their service and dedication,
- (c) after extensive consultation, prayer, and dialogue with the Archbishop, the Cursillo Secretariat wound up the ministry and formally concluded activities with a public celebration on 3 August 2024.'

Seconded and carried

23.19 National Online Gambling Reform

Dean Sandy Grant moved –

'Synod, noting that –

- (a) it has been over a year since the parliamentary report “You Win Some, You Lose More”, from the committee chaired by the late Peta Murphy, was tabled with 31 recommendations to minimise the growing harm occurring in Australia from sports betting and other online gambling,
- (b) online gambling rates are increasing rapidly and a recent ANU survey found that 1.2 million adults were personally affected by someone else’s gambling in the past 12 months, and
- (c) regretfully, the federal Government has still not announced its response to this urgent matter of public health and welfare,

again requests the Archbishop, along with all concerned Anglican church members, to write to the Prime Minister and the Leader of the Opposition, calling on them to lead bipartisan legislative action to enact the Murphy Committee's unanimous cross-party recommendations, especially the phased but rapid removal of all sports bet advertising from TV in Australia.'

Seconded and carried

23.20 Archbishop of Melbourne

Mr Samuel Doherty moved –

Synod –

- (a) notes that the current Archbishop of Melbourne, the Most Rev Dr Philip Leslie Freier, will retire next year, and
- (b) prays for Melbourne’s Board of Nominators and election Synod, that God would give them wisdom and guide them as they nominate and elect a new Archbishop.

Seconded and carried

Mr Doherty led the Synod in prayer for Melbourne’s Board of Nominators and election Synod.

24. Procedural motions from members

24.1 Arrangements for consideration of Diocesan Governance Policy

Mrs Briony Bounds moved –

'Synod agrees to –

- (a) consider the form of the statement in Appendix 3 of the proposed Diocesan Governance Policy prior to consideration of the proposed Diocesan Governance Policy as a whole, without the necessity for the Diocesan Governance Policy to be approved in principle first,
- (b) schedule consideration of the motions regarding Appendix 3 (M11 - M13) for Monday 16 September (afternoon session, following formal matters) with the following arrangements –
 - (i) each motion will be moved together without a seconder’s speech, with the mover speaking for up to 10 minutes in total to provide background information to the proposed Diocesan Governance Policy and the context for the Governance Policy Review Committee bringing the motions to Synod,
 - (ii) following the speech of the mover, a “set piece debate” will be held in the order shown, with speeches up to the duration shown –
 - (A) M11 The Rev Dr Mark Thompson (in favour) – 10 minutes,
 - (B) M11 The Rev Dr Andrew Katay (against) – 10 minutes,
 - (C) Debate to proceed on M11 – 5 minutes per speech,
 - (D) the speakers at (A) and (B) each be given the right of reply on M11 – 5 minutes each,
 - (E) M11 will be put to a secret ballot by houses,

- (F) M12 Dean Sandy Grant (in favour) – 10 minutes,
 - (G) M12 The Rev Dr Michael Jensen (against) – 10 minutes,
 - (H) Debate to proceed on M12 – 5 minutes per speech,
 - (I) the speakers at (F) and (G) each be given the right of reply on M12 – 3 minutes each,
 - (J) M12 will be put to a secret ballot by houses,
 - (K) M13 Dr Laurie Scandrett (in favour) – 10 minutes,
 - (L) M13 The Rev Tim Bowden (against) – 10 minutes,
 - (M) Debate to proceed on M13 – 5 minutes per speech,
 - (N) the speakers at (K) and (L) each be given the right of reply on M13 – 3 minutes each, and
 - (O) M13 will be put to a secret ballot by houses,
- (iii) a secret ballot by houses will be taken on each of the motions, with each vote taken at the end of the debate on the corresponding motion,
 - (iv) debate on the subsequent motions may nonetheless proceed before the result of the ballot on the prior motion is known, and
 - (v) if the President announces that M11 has not been carried, Synod grants the mover leave to withdraw M12 and M13 immediately,
- (c) schedule consideration of the proposed Diocesan Governance Policy for a subsequent day of the session,
 - (d) begin such consideration with a motion, without a seconder's speech, that the proposed Diocesan Governance Policy in a form which reflects the decisions made by the Synod regarding Appendix 3 be approved in principle,
 - (e) request the Diocesan Secretary to prepare and circulate electronically to the Synod a revised form of the Diocesan Governance Policy reflecting the outcome of Synod's consideration of motions M11 - M13, and
 - (f) consider the motion at M14 immediately following the passing of the Policy, and suspends so many of the Standing Orders as would prevent these arrangements.'

Seconded

The Rev Joseph Wiltshire moved as an amendment to Mrs Bounds' motion –

'Amend the motion by omitting the words "by houses" in paragraphs –

- (a) (b)(ii)(E),
- (b) (b)(ii)(J), and
- (c) (b)(ii)(O).'

Seconded

The President asked –

'Does any member intend to request that the vote on motions M11, M12, and M13 be taken by Houses?'

More than eight members of the Synod stood to indicate their intention to request that the votes be taken by Houses.

Having been granted leave, Mr Wiltshire withdrew his amendment.

Mrs Bounds' motion was carried without amendment.

25. Motions

25.1 Annual reports submitted under the *Accounts, Audits and Annual Reports Ordinance 1995* for organisations with a financial year ending 31 December

Mrs Briony Bounds moved –

'Synod notes that the following annual reports, submitted under the *Accounts, Audits and Annual Reports Ordinance 1995* for the Financial Year ending 31 December 2023, have been tabled and receives them –

- (1) Abbotsleigh (The Council of)
- (2) Anglican Church Growth Corporation
- (3) Anglican Church Growth Corporation as trustee for the Ministry Infrastructure Development Fund
- (4) Anglican Church Property Trust Diocese of Sydney as trustee for the Anglican Church Diocese of Sydney Grants Administration Fund *
- (5) Anglican Church Property Trust Diocese of Sydney
- (6) Anglican Media Council
- (7) Anglican Schools Corporation
- (8) Anglican Youth and Education Diocese of Sydney (Youthworks) *
- (9) Archbishop of Sydney's Discretionary Trust
- (10) Arden Anglican School Council (The)
- (11) Arundel House Council
- (12) Barker College (The Council of)
- (13) Campbelltown Anglican Schools Council *
- (14) Endowment of the See Corporation as trustee of the Endowment of the See Property Fund
- (15) Evangelism and New Churches (The Board of)
- (16) Glebe Administration Board as trustee of the Diocesan Cash Investment Fund
- (17) Glebe Administration Board as trustee of the Diocesan Endowment
- (18) Glebe Administration Board as trustee for the Long Term Pooling Fund
- (19) Illawarra Grammar School (The Council of The) *
- (20) King's School (The Council of The)
- (21) Living Faith Council
- (22) Macarthur Anglican School Council (The)
- (23) Ministry Training and Development (The Council of)
- (24) Moore Theological College Council *
- (25) Northern Regional Council
- (26) St Andrew's Cathedral School (The Council of)
- (27) St Andrew's House Corporation as trustee of the St Andrew's House Trust
- (28) St Catherine's School Waverley (The Council of)
- (29) South Sydney Regional Council
- (30) South Western Regional Council
- (31) Sydney Anglican Loans Board
- (32) Sydney Anglican Indigenous Peoples' Ministry Committee
- (33) Sydney Church of England Grammar School Council (Shore)
- (34) Sydney Diocesan Services
- (35) Tara Anglican School for Girls (The Council of)
- (36) Trinity Grammar School (The Council of)
- (37) Western Sydney Regional Council

(38) William Clarke College Council *

(39) Wollongong Regional Council'

Seconded and carried

25.2 Diocesan Governance Policy, Appendix 3 – addition of Statement of Personal Faith paragraphs

Bishop Chris Edwards moved –

'Synod, noting the report "33/23 Review of the Governance Policy for Diocesan Organisations", agrees that the following two paragraphs be inserted in the form of Appendix 3 of the proposed Diocesan Governance Policy as new paragraphs 1 and 2 (with consequential re-numbering) –

- "1. I believe –
 - (a) that all the canonical scriptures of the books of the Old and New Testaments are the ultimate rule and standard of faith given by inspiration of God and contain all things necessary to salvation,
 - (b) in the Christian faith as professed by the church of Christ from primitive times, and in particular as set forth in the creeds known as the Nicene Creed and the Apostles' Creed, and
 - (c) that there is only one way to be reconciled to God which is through his Son, Jesus Christ, who died for our sins and was raised for our justification, and that we are justified before God by faith only.
2. I also believe that all the canonical scriptures of the Old and New Testaments are the supreme authority in all matters of faith and conduct and am personally committed to living in obedience to the commands of Christ."

Seconded

Debate proceeded in accordance with the procedural motion passed at item 24.1.

After a time for debate, the President asked –

'Does the Synod consider that the motion has been sufficiently debated and should now be voted on?'

The majority of members present answered in the affirmative.

26. Procedural motions from members

26.1 Arrangements for ballot on M11

Archdeacon Simon Flinders moved as a procedural motion –

'Synod agrees that the ballot on M11 be conducted following the dinner break, before moving to M3, which was previously scheduled for 7.00 pm.'

Seconded and carried

Adjournment

At 5.35 pm, Archdeacon Simon Flinders moved as a procedural motion –

'That the Synod adjourn and resume at 7.05 pm tonight.'

Seconded and carried

Resumption

The Synod resumed at 7.05 pm.

27. Motions

27.1 **Diocesan Governance Policy, Appendix 3 – addition of Statement of Personal Faith paragraphs**

Bishop Edwards' motion was taken by ballot by Houses.

Prior to the notice of the result of the vote by ballot by Houses, the Synod adjourned this matter.

27.2 **Sadleir: Classification as a Parish**

The Rev David Morgan gave a presentation, including a video presentation, regarding ministry in Sadleir.

Mr Morgan moved –

‘Synod assents to the classification of Sadleir as a parish with effect from 1 November 2024.’

Seconded and carried by acclamation

Bishop Peter Lin led the Synod in prayer for the parish of Sadleir.

28. Presentations

28.1 **Endowment of the See Corporation**

A video presentation was given regarding the work of the Endowment of the See Corporation.

The Rev Stuart Milne led the Synod in prayer for the work of the Endowment of the See Corporation.

28.2 **Hope25**

The Rev Philip Wheeler gave a presentation, including a video presentation, regarding the Hope25 initiative of the Mission and Ministry Commission of the General Synod.

The Rev David Yung led the Synod in prayer for Hope25.

28.3 **Anglicare**

Mr Simon Miller gave a presentation, including a video presentation, regarding the work of Anglicare.

29. Results of vote by ballot

29.1 **Diocesan Governance Policy, Appendix 3 – addition of Statement of Personal Faith paragraphs**

The results of the ballot were announced as follows –

	Lay	Clergy	Total
For	256	157	413
Against	140	79	219
Informal	1		1

Bishop Edwards' motion was therefore carried.

30. Motions

30.1 **Diocesan Governance Policy, Appendix 3 – addition of further Statement of Personal Faith paragraph**

Bishop Chris Edwards moved –

'Synod agrees that the following paragraph be inserted in the form of Appendix 3 of the proposed Diocesan Governance Policy as a new paragraph 3 (with consequential re-numbering) –

- “3. I also believe that this faith produces obedience in accordance with God’s word, including sexual faithfulness in marriage between a man and a woman, and abstinence in all other circumstances.”

Seconded

Debate proceeded in accordance with the procedural motion passed at item 24.1.

After a time for debate the President asked –

'Does the Synod consider that the motion has been sufficiently debated and should now be voted on?'

The majority of members present answered in the affirmative.

Bishop Edwards' motion was taken by ballot by Houses.

Prior to the notice of the result of the vote by ballot by Houses, the Synod adjourned this matter.

30.2 **Synod Membership Ordinance 1995 Amendment Ordinance 2024**

Mrs Briony Bounds moved –

'That Synod agree to consider passing the Synod Membership Ordinance 1995 Amendment Ordinance 2024 formally.'

Seconded and carried

Mrs Bounds spoke in support of the proposed ordinance.

The President asked –

'Does any member have a question about the proposed ordinance?'

There were no questions.

Mrs Bounds moved –

'That the proposed ordinance pass formally as an ordinance of the Synod.'

Seconded and carried

30.3 **Synod Standing Orders Ordinance 2019 Amendment Ordinance 2024**

Mrs Briony Bounds moved –

'That Synod agree to consider passing the Synod Standing Orders Ordinance 2019 Amendment Ordinance 2024 formally, in a form incorporating the amendment shown on today's business paper.'

Seconded and carried

Mrs Bounds spoke in support of the proposed ordinance.

The President asked –

‘Does any member have a question about the proposed ordinance?’

There was a time for questions.

The Rev Joseph Wiltshire moved as a procedural motion –

‘That Synod defer consideration of this matter.’

Mr Wiltshire’s procedural motion was put and was not carried.

Mrs Bounds moved –

‘That the proposed ordinance pass formally as an ordinance of the Synod.’

Seconded and carried

Adjournment

At 9:27 pm, Archdeacon Simon Flinders moved –

‘That the Synod adjourn and resume at 3.15 pm tomorrow.’

Seconded and carried

We certify that, to the best of our recollection, these minutes are a correct record of the Synod’s proceedings.

Two Members of the)
Minute Reading Committee)

Signed by the President

17 September 2024

53rd Synod of the Diocese of Sydney

Second Session

Minutes of Proceedings of the Synod for Tuesday 17 September 2024

1. Assembly

The Synod assembled in the Wesley Theatre at 3.15 pm.

2. Prayers

Archdeacon Simon Flinders led the Synod in prayer.

3. Bible study

The Rev Kevin Kim led the Bible study.

4. Minutes

The President signed the minutes for Saturday 14 and Monday 16 September 2024.

5. Results of vote by ballot

5.1 **Diocesan Governance Policy, Appendix 3 – addition of further Statement of Personal Faith paragraph**

The results of the ballot were announced as follows –

	Lay
For	114
Against	272
Abstain	1

Bishop Chris Edwards' motion was not carried in the House of Laity, and was therefore not carried. In accordance with Standing Order 4.12(4) there was no count of clergy votes.

6. Motions

6.1 **Doctrine of marriage in the Diocese of Sydney**

Having been granted leave, Dean Sandy Grant moved –

'In keeping with the teaching of Scripture, the Book of Common Prayer and previous resolutions of this Synod and of the General Synod, this Synod continues to declare that the doctrine of this Diocese reflects and upholds that –

- (a) all people, regardless of sex, gender, sexual orientation, and marital status, are made in the image of God and so should be treated with dignity and respect in our churches and organisations, and
- (b) marriage is the exclusive union of one man and one woman arising from mutual promises of lifelong faithfulness, consistent with the teaching of Christ that, "from the

beginning the Creator made them male and female”, and that outside such marriage, Christ calls people to chastity in singleness, as he himself modelled (see Matthew 19:4-5, 10-12).’

Seconded

The Rev David Morgan moved as a procedural motion –

‘That this matter be deferred until a suitable time.’

Seconded

Ms Michelle England moved as an amendment to Mr Morgan’s procedural motion –

‘Omit the matter, “a suitable time” and insert instead the matter, “after the dinner break tonight”.’

Seconded

Having been granted leave, the Rev David Morgan accepted Ms England’s amendment.

After a time for debate the President asked –

‘Does the Synod consider that the motion has been sufficiently debated and should now be voted on?’

The majority of members present answered in the affirmative.

Mr Morgan’s procedural motion was put in a form incorporating Ms England’s amendment and was not carried.

Dean Grant’s motion was carried.

7. Answers to Questions

7.1 Revised Statement of Faith

Dean Sandy Grant asked the following question –

- (a) Since the revised Statement of Faith was adopted in late 2019, how many candidates have been willing to sign that form of the Statement of Faith and have been successfully elected or appointed to the following positions:
 - (i) Head (or Acting Head) of an Anglican School,
 - (ii) Member of an Anglican School Council, or
 - (iii) CEO or Member of a board of another Synod controlled Anglican organisation?
- (b) Can our diocesan schools advise, in a way that does not identify individual Anglican schools, how many diocesan Anglican Schools, where the revised Statement of Faith is applied to prospective Heads and/or Council members, have had enrolment levels and waiting lists fall, and how many have had enrolment levels and waiting lists rise in 2023-24, compared to 2018-2019 before the Statement of Faith was changed?

To which the President replied –

I am informed that the answer is as follows –

The question refers to ‘Anglican schools’, ‘diocesan schools’, and ‘diocesan Anglican schools’ interchangeably. In interpreting this question, any reference to either a Diocesan School or an Anglican School is taken to refer to both Diocesan Schools and Anglican Schools.

The only way to obtain the information needed to answer the question would be to conduct a survey of all Diocesan and Anglican Schools, which would be impractical to do in the short timeframe available for questions.

(a)

(i) Regarding Heads (or Acting Heads) of an Anglican School:

It is not possible to state how many Heads or Acting Heads of Anglican Schools or Diocesan Schools have signed the revised Statement of Personal Faith as there is no centralised reporting or collection of signed Statements of Personal Faith for Heads or Acting Heads of Anglican or Diocesan Schools.

Since 2020, four ordinances governing Diocesan Schools have been amended to incorporate or adopt the revised Statement of Faith. In each of these ordinances a person is not eligible to be appointed Head unless they have signed the Statement of Personal Faith. None of these ordinances specifically refers to an "Acting Head" role. It is also the case that individual Diocesan School governing bodies may have adopted a requirement to sign the revised Statement of Faith as a policy of the organisation, rather than by an amendment to their ordinance. It is not possible to state how many Heads or Acting Heads have adopted this requirement as a matter of policy, as this is for the individual organisation to oversee.

(ii) Regarding Members of an Anglican School Council:

257 persons have been elected by the Synod or the Standing Committee to the governing bodies of schools in circumstances where the nominator has certified that the nominee is willing to sign the revised Statement of Personal Faith. 188 persons have been elected by the Synod, and 69 persons have been elected by the Standing Committee, with these certifications.

Members of school councils who are not elected by the Synod or Standing Committee may nonetheless be required to sign the revised Statement of Faith by the electing or appointing body. The revised Statement of Faith applies to up to 32 members of school governing bodies who are not elected by the Synod or by the Standing Committee by operation of their ordinance or constitution, and may apply to more under the policies of individual organisations. It is not possible to state how many members of these school councils have signed the revised Statement of Faith as that is a matter for the individual organisation to monitor in accordance with their own ordinance, constitution or policies.

(iii) Regarding CEOs or Members of a board of another Synod controlled Anglican organisation:

144 persons have been elected to the governing bodies of other diocesan bodies corporate in circumstances where the nominator has certified that the nominee is willing to sign the Statement of Personal Faith "as amended from time to time", and will do so before attending their first meeting. 83 persons have been elected by the Synod, and 61 persons have been elected by the Standing Committee, with these certifications.

There is no centralised reporting or collection of signed Statements for CEOs or members of boards of Synod-controlled organisations who are not elected by the Synod or Standing Committee. One Committee has a requirement in its terms of reference, and ten diocesan organisations have amended their ordinances to adopt this requirement. These 11 organisations, in aggregate, include 39 members not elected by the Synod or by the Standing Committee. Five of these organisations have a CEO or equivalent who is also required to sign the Statement of Personal Faith. There could be other organisations with a requirement about which we are unaware.

(b) There is no source of information against which to answer the question. The only way to obtain the information needed to answer the question would be to conduct a survey of all Diocesan and Anglican Schools, which would be impractical to do in the short timeframe available for questions. Further, this information is likely to be commercially sensitive, and the collection and publication of such information in a public forum such as the Synod, even where the information is de-identified, may nonetheless reduce the commercial value of the information as a result of such disclosure.

7.2 Distribution of ‘The Lord’s Supper in Human Hands’

The Rev David Morgan asked the following question –

Concerning the publication, “The Lord’s Supper in Human Hands: Who Should Administer?”:

- (a) Did the Diocesan Secretariat send copies of “The Lord’s Supper in Human Hands: Who Should Administer?” to all Bishops who attended the inaugural GAFCON conference in 2008?
- (b) Did any of the Bishops who attended that inaugural GAFCON conference make a response to the Diocese concerning the argument of “The Lord’s Supper in Human Hands”?
- (c) If any GAFCON Bishops did respond, can the Synod be made aware of what those responses were?

To which the President replied –

I am informed that the answer is as follows –

- (a) Yes. The Diocesan Secretary arranged for the publisher of “The Lord’s Supper in Human Hands”, the Australian Church Record (ACR), to send a copy to bishops who attended GAFCON.
- (b) In addition to the bishops who attended GAFCON, the ACR also sent copies of the document to all Australian bishops, and 850 world bishops. Of those who received a copy, three bishops responded to the ACR. However, it is not known whether these bishops attended GAFCON, or whether they were part of the wider circulation.
- (c) It is not known whether the three bishops who responded attended GAFCON. The responses which were received by the Australian Church Record were warm and appreciative.

7.3 Expenditure of the Office of the Director of Safe Ministry

The Rev John Chappell asked the following question –

- (a) Noting the *Parochial Cost Recoveries Ordinance 2024*, with Standing Committee’s incorporation of the expected 22% rise in the 2025 Office of the Director of Safe Ministry’s (**ODSM**) operational budget (\$277,000 increase - Book 1, p. 233):
 - (i) Can the President please update the house as to what ordinances and policies govern ODSM expenditure?
 - (ii) Can the house be supplied with the text of motion and date of meeting when the Safe Ministry Board (**SMB**) authorised this request to Standing Committee for expenditure increase?
- (b) Noting the \$75,832 ODSM 2023 expenditure on Entertainment and Travel (Book 1, p. 36):
 - (i) Can the house be updated on the rationale of the over 600% expansion on 2022 entertainment and travel expenditure?
 - (ii) Can the entertainment costs be itemized with explanatory comments?
 - (iii) Can the travel costs be itemized with explanatory comments?
 - (iv) Can the house please be supplied with the text of the motion and date of meeting when the SMB authorised this entertainment and travel expenditure?
- (c) Noting that the report from Synod resolution 9/23 (Book 1, p.25) requested for Synod this year has not yet been completed, can the house please be informed of progress since the July Standing Committee report to Synod?

To which the President replied –

I am informed that the answer is as follows –

- (a)
 - (i) The *Safe Ministry Board Ordinance 2001* sets out the functions of the Safe Ministry Board, including the oversight of the budget and finances of the ODSM. The Finance Committee – Synod Funds Expenditure Approval and Authorisation Matrix sets out delegations for Care & Assistance payments and operational expenditure of the ODSM.

- (ii) The request for additional funds was approved by the Board at its meeting on 2 May 2024 and took into consideration expected CPI and other cost increases advised by SDS, the significant operating deficit the ODSM experienced in 2023 and is budgeted to experience in 2024, and the need to have sufficient cash reserves to operate without reducing resources available to support parishes.

The text of the motion is as follows:

'Diocesan Resources Committee – ODSM funding requirements

The Board **noted** an oral report from the Chair.

The Board **agreed**, in light of its substantial deficit in 2023 and assuming a projected CPI rate of 5%, to request the Diocesan Resources Committee to allocate an increase in funding for the ODSM in 2025 from Parish Cost Recoveries of \$300K.'

- (b)
- (i) The Entertainment and Travel category includes costs incurred in running the Faithfulness in Ministry conference in 2023, which accounted for \$64,045 of the total costs in this category of \$75,832.
- (ii) See answer to (i).
- (iii) The remaining amount of \$11,787 is an increase on prior years mainly due to increased parish engagements and visits post Covid.
- (iv) The SMB exercises governance of ODSM expenditure through its review of financial reports at each board meeting. The Board does not approve each item of expenditure.
- (c) The Committee appointed to address the request of resolution 9/23 conducted a survey of people with first-hand experience of the complaints process. The Committee has received the deidentified responses to the survey, and these will be discussed at the Committee's next meeting on 17 October. Since July, the Committee has also spent time analysing the complaints processes of other denominations.

7.4 Diocesan statistics

The Rev Zac Veron asked the following question –

- (a) How many people in total attended a Sydney Anglican church on any week, as an average expressed over a calendar year of attendance, and excluding periods of lock-downs of society, in 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2013, 2012, 2011, 2010, 2009, 2008, 2007, 2006 and 2005?
- (b) If any figure for any one of these years is unknown, why is that so?
- (c) Was there any change of counting methodology implemented since 2005 - 2022 attendance figures were revealed to the Synod in 2023? If so, what was that change?
- (d) Why are these attendance figures collected, and what is done with them?
- (e) When was the last year attendance figures for each parish were published in the Diocesan Year Book?
- (f) When was the last year net financial receipts for each parish were published in the Diocesan Year Book?
- (g) Are there any plans to recommence publishing attendance figures and net financial receipts for each parish in the Diocesan Year Book? If not, why not?
- (h) Is it true that the Parish Administration Ordinance requires the Minister to maintain registers of baptisms, weddings and funerals?
- (i) How many infant baptisms were conducted through the ministry of Sydney Anglican churches in 1983, 1993, 2003, 2013 & 2023?
- (j) How many mature baptisms were conducted through the ministry of Sydney Anglican churches in 1983, 1993, 2003, 2013 & 2023?
- (k) How many funerals were conducted by Sydney Anglican ministers in 1983, 1993, 2003, 2013 & 2023?
- (l) How many weddings were conducted by Sydney Anglican clergy in 1983, 1993, 2003, 2013 & 2023?

To which the President replied –

I am informed that the answer is as follows –

(a)

Year	Average Attendance per Week
2005	46,884
2006	47,388
2007	47,097
2008	45,695
2009	47,120
2010	47,256
2011	46,983
2012	47,221
2013	46,896
2014	47,868
2015	48,554
2016	47,138
2017	47,063
2018	46,608
2019	45,408
2020*	45,691
2021	38,949
2022*	39,987
2023	44,687

Notes to the Table:

Since the 2023 Synod, the figures have increased for 2020 and 2022. In December 2023 it was discovered that two parishes had not been included in the 2020 figure, which was corrected at that time. After the data were extracted to answer Synod questions in 2023, four parishes subsequently submitted their statistics for 2022 and estimates were generated for four other parishes.

- (b) Not applicable.
- (c) No.
- (d) Attendance figures are used for insurance purposes, to assist in monitoring church health, diocesan planning and research. For these purposes the figures are made available to the Manager Insurance Services, Archbishop's Senior Staff, and from time to time others entrusted with research in the Diocese.
- (e) 2003.
- (f) 2008.
- (g) No. The purpose of providing annual statistics in the Year Book is to see the attendance in the Diocese and the regions, not each individual parish. The net financial receipts were published in the Year Book as part of the Synod Proceedings. The Synod Proceedings other than the Presidential address are no longer printed in the Year Book.
- (h) Yes, at rule 3.21 of Schedule 1 and rule 3.20 of Schedule 2.
- (i) The answers to parts (i) to (l) are provided in tabular form below.

Year	Infant baptisms	Mature baptisms	Funerals	Weddings
1983	Data for 1983 not fully available, and not published in the Year Book.			
1993	4614	357	4107	3146
2003	3012	476	2308	1877
2013	Not collected.			
2023	Not collected.			

Note to the table:

The statistics for 1993 are stored in a format different to the way they are stored today. As such, while we are able to provide figures for 1993, the figures have not been reviewed.

7.5 Synod income and Assistant Bishop costs

Professor Chris Bellenger asked the following question –

- (a) Using 2023 as a base what would be the dollar value of 0.5% of the 'total available income for Synod' as referred to in the report 10/23 (Book 1, p.113), Recommendation 3(b)?
- (b) Using 2023 as a base what is the approximate average annual total dollar cost to the Endowment of the See (EOS), the Diocesan Endowment and any other church funds for maintenance of an Assistant Bishop, including salary and allowances, superannuation, housing, travel, provision of office and secretarial assistance and any other major expense?

To which the President replied –

I am informed that the answer is as follows –

- (a) \$35,050.
- (b) All costs associated with the work of Regional Bishops are borne by the Endowment of the See Corporation. The Standing Committee determines the stipend of Regional Bishops, which is currently set at 160% of the minimum stipend for rectors per the Remuneration Guidelines. The Bishop for International Relations serves in an honorary capacity and is not paid a stipend by EOS.

It is not possible to reliably estimate each Regional Bishop's share of other costs associated with the work of the EOS. Most other costs incurred by the EOS in the support of the work of Regional Bishops are the subject of a Service Level Agreement between EOS and Sydney Diocesan Services. These costs are attributed to EOS as a whole, and are not allocated on an individual staff member basis.

7.6 Delegations and directions under certain canons of General Synod

Mr Samuel Doherty asked the following question –

- (a) Which diocesan officials, if any, have been delegated the power or discretion of the Archbishop under the Holy Communion Canon 2001 (adopted by the General Synod – Holy Communion Canon 2001 Adopting Ordinance 2004), and to what extent, if any, in accordance with the Canon Concerning Authority on Certain Matters 1989 (adopted by the General Synod - Canon Concerning Authority on Certain Matters 1989 Adopting Ordinance 1993)?
- (b) In each year from 2012 to 2023, how many people, if any, were directed not to receive communion by the Archbishop (or Administrator, or Commissary, or delegated official (if any)) under clause 6 of the Holy Communion Canon 2001 (adopted by the General Synod – Holy Communion Canon 2001 Adopting Ordinance 2004)? And how many of these people, if any, were subsequently restored to communion by the Archbishop (or Administrator, or Commissary, or delegated official (if any))?

To which the President replied –

I am informed that the answer is as follows –

- (a) None.
- (b) To the best of our knowledge, none.

7.7 Tuition fees for Sydney Church of England Grammar School

Mr Samuel Doherty asked the following question –

Why have tuition fees for Sydney Church of England Grammar School risen by a greater percentage than the consumer price index?

To which the President replied –

I am informed that the answer is as follows –

It is commonplace in schools for the costs in delivering education to rise more quickly than inflation.

The key driver of the cost of schooling is salaries and teacher salaries increased well above inflation in 2024. In addition, increased expectations on schools, particularly in terms of individualised assistance to many students, have led to the appointment of additional staff, which is then reflected in the fees.

Other important costs for schools, including Shore, have risen at higher rates than CPI including insurance, energy and construction costs.

7.8 Remunerated key management personnel at Anglican Schools Corporation

Mr Samuel Doherty asked the following question –

Why did the number of remunerated key management personnel for the 'Anglican Schools Corporation_ACNC GROUP' drop from 23 in 2022 to not more than one in 2023?

To which the President replied –

I am informed that the answer is as follows –

There was an input error on the ACNC register. This has now been corrected to show 26 key management personnel.

7.9 Theological qualifications of authorised lay ministers and lay chaplains

Mr Samuel Doherty asked the following question –

- (a) How many full time and substantially full time authorised lay ministers and lay chaplains currently have the theological qualifications for ordination?
- (b) Of the number in part (a), how many, if any,
 - (i) Are under 23 years of age?
 - (ii) Are divorced, or married to someone who has been divorced?
 - (iii) Disagree with the Thirty-Nine Articles?

To which the President replied –

I am informed that the answer is as follows –

Before answering the question, I make the comment that lay ministry is local ministry and thus, whilst the Diocesan Registry issues the authorisations for Lay Ministers, their qualifications and beliefs are addressed at a local level and not assessed by the Registry. Because of this, the Registry does not request details of the theological qualifications or beliefs of those authorised for lay ministry other than subscription to a statement of faith. The answers below have been prepared on the basis of information which has been voluntarily provided on an incidental basis.

- (a) It is not possible to account for “substantially full time” ministers as the Registry does not record full-time equivalence (FTE).

There are 48 full-time lay ministers and lay chaplains who have the theological qualifications for ordination.

These figures are based on information voluntarily provided. As such, the number may be higher.

- (b)
- (i) None.
 - (ii) This information is not collected.
 - (iii) This information is not collected.

7.10 Leases of real property exceeding five years

Mr Samuel Doherty asked the following question –

How many (if any) leases of real property with terms of more than five (5) years has the Anglican Church Property Trust (or the Diocese) granted in the past twenty-five (25) years and where, were or are they (if any) located?

To which the President replied –

I am informed that the answer is as follows –

The answer to this question is still being prepared and will be given on a subsequent day.

7.11 Parochial cost recoveries and Regents Park

Mr Samuel Doherty asked the following question –

With respect to Attachment 2 of the Explanatory Report on the *Parochial Cost Recoveries Ordinance 2024*, why are no figures shown for Regents Park?

To which the President replied –

I am informed that the answer is as follows –

Regents Park parish ceased meeting in November 2021. Therefore, no offertory was received in the 2023 calendar year, which means there are no Variable Parochial Cost Recoveries (PCR) Charges for Regents Park in 2025.

Regents Park parish will be amalgamating with Berala parish on 1 November 2024.

7.12 Accessibility funding and support

Mrs Alison Pollard asked the following question –

- (a) The report on the draft *Synod Appropriations and Allocations Ordinance 2024*, at Item 49 on page 257 of Synod Book 1, refers to an application by Youthworks for funding at \$140,000 p.a. for a Diocesan Accessibility coordinator and the report states this role is “not able to be funded in the draft budget”.
- (i) Does this application relate to the current work being done by the Rev Bec Baines which is funded by private specific, and ending, financial support?
 - (ii) How much of the ordinance which authorises expenditure of \$10,085,000 in 2025, is allocated to provide assistance to parishes in welcoming and supporting persons with disabilities?
 - (iii) Does any organisation under the control of Synod provide advice to parishes on these matters and, if so, what support is provided?
- (b) By Synod resolution 24/22, Synod encouraged parish councils to give consideration to the Accessibility Guidelines prepared by Dr Louise Gosbell in order to make their parish a

welcoming and accessible place for all of the community. What support is provided to parish councils as they seek to implement this request of Synod?

To which the President replied –

I am informed that the answer is as follows –

(a)

- (i) Yes.
- (ii) (There is no specific allocation in 2025 for this purpose. The preparation of the Synod budget was undertaken by the Diocesan Resources Committee (DRC) and endorsed by the Standing Committee for promotion to Synod. The DRC is required to use the Statement of Funding Principles and Priorities, adopted by the Synod in 2023, as its key resource in determining the allocation of the available funds. The Statement of Funding Principles and Priorities did not identify assistance to parishes in welcoming and supporting persons with disabilities as either one of the ongoing priorities or a specific priority for the next triennium.
- (iii) Youthworks engages the Rev Bec Baines as a Diocesan Accessibility Ministry Advisor to provide assistance to parishes in welcoming and supporting persons with disabilities.

The Social Issues Committee's publication, *Everyone Welcome: Accessible Church for All* (referred to in this question as the Accessibility Guidelines), also provides advice and guidance designed to assist parishes in eliminating barriers that may be preventing people with disability from participating in the full life of their church community. The Social Issues Committee is committed to ongoing review, and where necessary, further development or updating of this document as a continuing support resource for parishes.

- (b) The Social Issues Committee publication, *Everyone Welcome: Accessible Church for All*, is itself intended to be a comprehensive support resource for church leadership and Parish Councils. It offers practical guidance and advice to parishes about making their church property and ministries accessible for all. The publication also includes an extensive resource list of other books, articles, websites, publications and services that are available to help further educate and advise parishes on this matter.

In addition, the Rev Baines' advisory work with parishes focusses on providing practical guidance to Parish Councils, ministry teams and volunteer leaders on implementing the principles of Accessibility Ministry as outlined in *Everyone Welcome: Accessible Church for All*.

I am also currently considering new potential initiatives in consultation with Dr Gosbell.

7.13 Use of agreed upon procedures to review annual financial statements

Mr David Minty asked the following question –

With respect to Item 3.2 of the report of Standing Committee (Book 1, p.11) – Annual financial statements:

- (a) What are the main limitations of the work done under the “agreed upon procedures” rather than undertaking “formal audits” of the three Funds?
- (b) What is the approximate annual saving to the Diocese of undertaking the “agreed upon procedures” compared to “formal audits” of the three Funds?

To which the President replied –

I am informed that the answer is as follows –

This question relates to a section of the Standing Committee's report on the annual financial statements for the Synod Funds, Parish Funds and the Synod – St Andrew's House Fund.

- (a) Under “agreed upon procedures”, both the scope and materiality limits are specified in the description of procedures to be undertaken. This allows assurance work to be undertaken on key risks, processes, transactions and values as assessed by the Finance Committee of Standing Committee. The main limitations of the work done is that with a “formal audit”,

the auditor has complete discretion as to the scope and the materiality of the work undertaken, which is not the case with “agreed upon procedures”.

- (b) The approximate annual saving cannot be estimated with any degree of precision because the auditor was not requested to provide a fee estimate for undertaking the “formal audit”. However when agreed upon procedures were introduced, cost savings of 25 – 30% were achieved for the assurance work compared to the costs of the formal audit.

7.14 Provisional recognised churches

Mr David Minty asked the following question –

With respect to Item 3.4(2) of the report of Standing Committee – the *Recognised Churches Ordinance 2000* (Book 1, p.12):

Has the new process allowed by the amending ordinance yet been used?

To which the President replied –

I am informed that the answer is as follows –

No.

7.15 Formulation of group governance policies by SDS

Mr David Minty asked the following question –

With respect to Item 3.4(5)(b) of the report of Standing Committee – the *Sydney Anglican Property (Provisional Restructuring) Ordinance 2023* (Book 1, p.12):

Why is it proposed that SDS, a service organisation to the Diocese, is to be empowered “to formulate group governance policies for bodies which centrally administer and manage the affairs of the Diocese”?

To which the President replied –

I am informed that the answer is as follows –

The concept of group governance policies arises from the design principles adopted by the Standing Committee to guide the review of central diocesan structures.

Group governance policies are intended to -

- (a) reduce duplication of effort and cost, and
- (b) enable consistent and best practice policy standards to apply in these areas across the central diocesan group of organisations.

Sydney Diocesan Services (SDS) has been given responsibility to formulate these policies, in consultation with central diocesan boards, as an expression of its purpose to regulate the central administration of the affairs of the Diocese. If the Synod agrees to reconstitute SDS as Sydney Anglican Services (SAS), it is proposed that SAS will continue to exercise this responsibility. In either case, this responsibility will be exercised as a service, both to the Synod and Standing Committee which have an overarching responsibility to ensure the central diocesan structures are operating efficiently and effectively, and to the central diocesan boards concerned, to enable them to focus their attention on their core areas of responsibility.

Consistent with good governance, it is proposed that group governance policies will be adopted by central diocesan boards before they apply to those boards.

7.16 Reporting of steps taken in pursuit of the broader charitable purposes of the Diocese

Mr David Minty asked the following question –

With respect to Item 7.25 of the report of Standing Committee - 21/23 Diocesan Organisations pursuing the broader charitable purposes of the Diocese (Book 1, p.25):

- (a) Is there a report published that summarises for Synod, information from “certain diocesan organisations to annually report to Synod a summary of the steps they have taken in pursuit of the broader charitable purposes of the Diocese. The Synod also encouraged all schools to annually report such a summary to the Synod”?
- (b) If not, is there an indication of when such a report might be published?

To which the President replied –

I am informed that the answer is as follows –

- (a) The information is contained in the annual reports of the relevant diocesan organisations. Additionally, Standing Committee has agreed that, from 2025 onwards, the Diocesan Secretary will compile the annual reports submitted under clause 14 of the *Accounts, Audits and Annual Reports Ordinance 1995* into an online-only Synod book, published for Synod members via a secure portal, in addition to being tabled physically.
- (b) Not applicable.

7.17 Valuation of Investment in St Andrew’s House

Mr David Minty asked the following question –

With respect to the report of Standing Committee – Valuation of Investment in St Andrew’s House Corporation (Book 1, p.56-57):

- (a) What was the effect of the change of capitalisation rates in the valuation of the Tower and Car Park (from 5.75% to 6.75%) and Town Hall Square Arcade (from 6% to 6.25%) in the \$37.5m reduction in the fair value of the property?
- (b) What is the anticipated impact of this (or any other) change in the latest assessment of the value of the property on future distributions to the St Andrew’s House Fund and the EOS in:
 - (i) the next triennial funding period 2025-2027?
 - (ii) subsequent years (in current dollars)?

To which the President replied –

I am informed that the answer is as follows –

- (a) The effect was that the increase in capitalisation rates contributed to the decrease in the valuation of the property.
It is important to note however that this was just one of many factors considered by the external valuer.
The final value adopted by the external valuer took into consideration different valuation methodologies (each with their own inputs), including the capitalisation of net income method and the discounted cash flow method. A cross-check was also done using the direct comparison approach where the value was analysed against comparable properties on a rate per square metre of Net Lettable Area.
- (b) The cash distributions are not directly determined based on the market value of the property. They are primarily driven by the operating performance of the property including its occupancy rates, the rental income received, and the related operational costs.

7.18 Professional Development for Ministry Workers

Mr David Minty asked the following question –

With respect to the report of Standing Committee - Professional Development for Ministry Workers 54/22 Ministry Wellbeing and Development - Compliance and reporting (Book 1, p.132, para 39):

Can the Committee’s reasons for not recommending “that participants’ Professional Development be randomly audited, as is the case in other professions” be made available to the Synod?

To which the President replied –

I am informed that the answer is as follows –

The committee did not recommend participants' Professional Development being randomly audited because they trust the integrity of the ministry workers who make a detailed annual declaration of compliance (as outlined in paragraph 37 of the report). Further there are resourcing and privacy issues that make it difficult to conduct an audit.

7.19 Insurance costs for St Andrew's Cathedral

Mr David Minty asked the following question –

With respect to the report of Standing Committee - *Parochial Cost Recoveries Ordinance 2024 - Explanatory Report* (Book 1, p.234, para 17):

Is it expected that a significant amount (i.e. more than half) of the cost of the Cathedral's insurance will need to be included in the parochial network costs in:

- (a) 2026?
- (b) Subsequent years?

To which the President replied –

I am informed that the answer is as follows –

- (a) Yes.
- (b) Yes.

7.20 Nominated Organisations for the 53rd Synod

Mr David Lloyd asked the following question –

In respect of each of the 7 Nominated Organisations for the 53rd Synod, namely:

- (i) The Archbishop of Sydney's Anglican Aid,
 - (ii) Anglican Community Services (Anglicare),
 - (iii) Anglican Media,
 - (iv) Anglican Schools Corporation,
 - (v) Anglican Youth and Education (Youthworks),
 - (vi) Evangelism and New Churches, and
 - (vii) Sydney Diocesan Services (SDS),
- (a) What criteria or matters did the Standing Committee consider or apply when declaring in May 2023 for the 53rd Synod which diocesan organisations are Nominated Organisations under clause 24 of the *Synod Membership Ordinance 1995* for the purposes of Part 6 – Chief Executive Officers of Nominated Organisations of that Ordinance?
 - (b) What is the gender of the 7 members appointed to the 53rd Synod in respect of Part 6 – Chief Executive Officers of Nominated Organisations?
 - (c) Please identify any of the 7 Nominated Organisations for which the inherent requirements of the position of Chief Executive Officer of the organisation includes being male (for clarity, the term 'inherent requirements' is intended to include any requirement that the person be ordained to the presbyterate)?
 - (d) As at 1 September 2024, what is the number of males and what is the number of females who are appointed to positions that are direct reports to the Chief Executive Officer of each of the 7 Nominated Organisations, inclusive of persons acting in a direct report position, and please provide this information separately for each organisation?
 - (e) Does the governing board (however described) of each of the 7 Nominated Organisations have in place an active succession planning process for the position of Chief Executive Officer of the organisation that, in part, seeks to improve the balance of male and female potential successors to that position, and please identify those organisations that have such a process and any that do not?
 - (f) Do each of the 7 Nominated Organisations have in place an active succession planning process that, in part, seeks to improve the balance of male and female potential successors as direct reports to the position of Chief Executive Officer of the organisation, and please identify those organisations that have such a process and any that do not?
 - (g) Has the Diocese of Sydney or the Standing Committee considered or adopted any plans, strategies or approaches that may enhance the gender diversity of persons appointed as

Chief Executive Officers of the 7 Nominated Organisations, and (Sydney) Diocesan organisations more generally, and if so please provide details of such plans, strategies or approaches?

- (h) Is there an indicative timeframe for the potential future appointment of a female Chief Executive Officer in respect of each of the 7 Nominated Organisations, subject to proper selection and appointment processes as a vacancy may arise from time to time, and if so, what is that timeframe?

To which the President replied –

I am informed that the answer is as follows –

- (a) The Standing Committee made its declaration based on nominations received from Standing Committee members. The Standing Committee does not record the reasons for any of its elections or appointments.
- (b) All are male.
- (c) There are none.
- (d)
- (i) The Archbishop of Sydney's Anglican Aid (Anglican Aid): 2 men, 2 women.
 - (ii) Anglicare: 4 men, 6 women.
 - (iii) Anglican Media: 3 men, 3 women.
 - (iv) Anglican Schools Corporation: 2 men, 3 women.
 - (v) Youthworks: 8 men, 2 women.
 - (vi) Evangelism and New Churches (ENC): 1 man, 1 woman. The ENC Director also supervises a number of staff deployed as planters and as evangelist and trainers, many of whom are female.
 - (vii) SDS: 3 men, 4 women.
- (e) This part of the question is out of order under Synod Business rule 6.3(4)(c) as it makes an imputation that the gender balance of potential successors should be improved.
- (f) This part of the question is out of order under Synod Business rule 6.3(4)(c) as it makes an imputation that the gender balance of direct reports should be improved.
- (g) This part of the question is out of order under Synod Business rule 6.3(4)(c) as it makes an imputation that the gender diversity of persons appointed as CEOs of the 7 Nominated Organisations and Diocesan organisations should be enhanced.
- (h)
- (i) Anglican Aid: The Members of Anglican Aid have not discussed the future appointment of a female CEO.
 - (ii) (Anglicare: The current CEO of Anglicare is halfway through his first term and has the Board's full support in his role. There is no timing suggested or agreed as to when he might finish in his role. However, when the Board is next called upon to consider the recruitment of a new CEO, it will turn its mind to candidates, both female and male, who would be eligible and qualified for the role. The Board is open to, and would be delighted with, the appointment of a female into that role. Gender is an important component of the succession planning process.
 - (iii) Anglican Media: The Anglican Media Council is not currently in a position to do this given the uncertainty about how it will be governed in the future.
 - (iv) Anglican Schools Corporation: No.
 - (v) Youthworks: The current Youthworks CEO is 2 years into a 5 year contract.
 - (vi) ENC: No. There is no indicative timeframe because currently there is no reason the Director of ENC could not be a female should a suitable candidate apply and the Board determine they were the best candidate.
 - (vii) SDS: No.

7.21 Use of NDAs and pastoral care of Assistant Ministers and other ministry staff

The Rev Mark Groombridge asked the following question –

- (a) Regarding the pastoral care of Assistant Ministers and lay ministers (and other key ministry staff such as Children's and Youth ministers and student ministers), in the past 5 years, how many such ordained staff:

- (i) Left their position in their parish for another Anglican parish due to irreconcilable differences with their parish's Senior Minister?
- (ii) Left their position in their parish for another non-parish ministry role due to irreconcilable differences with their parish's Senior Minister?
- (iii) Left their position in their parish for another denomination due to irreconcilable differences with their parish's Senior Minister?
- (iv) Left their position in their parish due to mental health issues (e.g. burn-out)?
- (b) Regarding the pastoral care of Assistant Ministers and lay ministers (and other key ministry staff such as Children's and Youth ministers and student ministers), in the past 5 years, how many such ordained staff:
 - (i) Have been asked to sign a Non-Disclosure Agreement (**NDA**) at the request of their parish's Senior Minister?
 - (ii) Signed a NDA at the request of their parish's Senior Minister?
 - (iii) What percentage of NDAs were signed which would fit into the category defined by paragraph 36(i) of the report?
- (c) Does the Archbishop and his See consider a Senior Minister to be acting above reproach (1 Tim 3:2, 10; Titus 1:6) if they request their ordained staff to consent to signing an NDA in circumstances outside of paragraph 36? In such circumstances, how is the Archbishop's See keeping Senior Ministers accountable?
- (d) If NDAs are an acceptable practice with the Sydney Diocese (according to paragraph 36 of the report):
 - (i) To what extent is the Archbishop's office (Archbishop, Bishops, Archdeacons or similar) and SDS employees (e.g. Parish HR Partner) involved in the formation and signing of these NDA agreements?
 - (ii) What members of the Archbishop's See are involved or will be involved in the process of signing a NDA to ensure that Senior Ministers are kept accountable to being above reproach?
 - (iii) What members of SDS are involved in the process of signing a NDA?
 - (iv) What legal assistance is provided to Assistant Ministers and lay ministers (and other key ministry staff such as Children's and Youth ministers and student ministers) to assist them in making informed decisions about signing NDAs?
- (e) What ministry structures have been established, maintained or considered by the Archbishop's See for the pastoral care of ordained Assistant Ministers and lay ministers (and other key ministry staff such as Children's and Youth ministers and student ministers) in the past 5 years?

To which the President replied –

I am informed that the answer is as follows –

- (a) There is no available dataset from which to answer this part of the question.
We do know that in the last 5 years, there have been four Assistant Ministers who made mental health related Stipend Continuance Insurance claims who have left their parishes.
- (b) There is no comprehensive dataset against which to answer this part of the question.
An incomplete answer can be given based on what is known to the lawyers at SDS Legal, who assist parishes with employment disputes.
At one level, almost all employed parish staff are asked to sign a non-disclosure agreement (**NDA**) as their employment contract usually includes a term requiring confidential information they become aware of in the course of employment to only be used for the proper performance of their duties. This is unexceptional and part of how an employer demonstrates it has taken reasonable steps to secure personal information for the purposes of the *Privacy Act* (such as health and pastoral information relating to parishioners). A similar expectation is made of ordained staff consistent with their obligations under *Faithfulness in Service*, but as they are not employees, they do not sign a contract.
There have been occasions where parish staff are asked to sign a deed of release in the context of a dispute to document agreed terms of settlement for the dispute. The deeds will usually include non-disclosure provisions in respect to the settlement sum and other incidental matters.

SDS Legal is aware of eight such deeds entered into in the last five years in a parish context. Two related to ordained assistant ministers. One signed the deed and the other did not.

SDS Legal is not aware of the use of any NDA or other similar document that would meet the description in paragraph 36(i) of the report.

- (c) No. Barring circumstances the report has not contemplated, and except for those kinds of NDAs considered in paragraph 36 of the report, I do not consider that Senior Ministers should ask ordained ministers to sign an NDA. I envisage that should Synod pass the motions at M1 our ability to hold Senior Ministers to account in this regard will be strengthened.
- (d)
- (i) Neither my office nor the senior staff are involved in drafting or signing NDAs in a parish context. From time to time, I or members of my team may sign NDAs in fulfillment of our responsibilities in service of the Diocese or on behalf of organisations we serve in a governance capacity. Sometimes these involve myself or members of my team undertaking to keep information confidential.
- The lawyers at SDS Legal assist parishes with workplace disputes, including preparing documentation to settle a dispute. This will often include incidental terms on confidentiality that are consistent with the principles in paragraph 36 of the Report.
- (ii) The principles articulated in the report to Synod envisage parishes, schools, and organisations forming their own policies or making pledges that relate to the use of NDAs. Once such policies are written it is possible that I or members of my team may be involved in encouraging parishes, schools, and organisations to act in a way that is consistent with the commitments they've made.
- (iii) See answer to (i).
- (iv) None is provided. They would need to seek their own legal advice. SDS Legal provides legal services to parishes, diocesan organisations and other charities and does not advise individual employees and officeholders on matters that affect them personally. This applies to both Senior Ministers and Assistants.
- (e) I continue to be very concerned for the pastoral care of ministry workers across the Diocese. As a result I have, amongst other things, provided support to ministry workers through the direct pastoral care offered by me or members of my team, supported ongoing leave provisions that help to sustain workers, and supported the provision of the Clergy Assistance Program, the continued work of the Parish HR Partner, and the introduction of Pastoral Supervision requirements.

8. Personal explanation

With the permission of the President under Standing Order 6.4, Mr Simon Miller gave a personal explanation.

9. Questions

Questions were asked by the following members –

- (1) Miss Jan Syme
- (2) Miss Jan Syme
- (3) The Rev David Clarke
- (4) Dr Robert Pryor
- (5) Mr Jonathan Miller
- (6) The Rev David Lanham
- (7) The Rev David Lanham
- (8) The Rev David Lanham
- (9) Mr Matthew Robson
- (10) Mr Michael Doran
- (11) The Rev Dr Stephen Anderson
- (12) The Rev Dr Stephen Anderson
- (13) Mr Gavin Jones
- (14) The Rev Andrew Schmidt
- (15) The Rev Andrew Schmidt

- (16) The Rev Andrew Schmidt
- (17) Mr Mark Robinson
- (18) The Rev Dr Raj Gupta
- (19) Mrs Nicky Fortescue

10. Notices of Motions

Notices of motions were given by the following members –

- (1) Mrs Nicky Fortescue
- (2) The Rev Stuart Maze
- (3) Dr Laurie Scandrett

11. Procedural motions from members

11.1 Arrangements for consideration of motion regarding a cap on parish cost recoveries

Dr Laurie Scandrett sought leave to move as a procedural motion –

‘Synod agrees to schedule consideration of the motion for which notice was given today, regarding a cap on parish cost recoveries, for Monday 23 September 2024 immediately following consideration of the Parochial Cost Recoveries Ordinance 2024.’

8 members stood in their place to object to the suspension of business rules without notice.

12. Notices of Motions

Notices of motions were given by the following members –

- (4) The Rev Andrew Schmidt

13. Procedural motions from members

13.1 Arrangements for consideration of motion regarding Christian sexual ethics and Anglican schools

The Rev Andrew Schmidt moved as a procedural motion –

‘Synod agrees to schedule consideration of the motion for which notice was given today, regarding Christian sexual ethics and Anglican schools, at a suitable time other than the afternoon session on Wednesday 18 September 2024.’

Seconded and carried

14. Notices of Motions

Notices of motions were given by the following members –

- (5) Mr Sherwin Titus
- (6) Mr Robert Gifford

15. Calling of motions on the business paper

The President called the motions in the order in which they appeared on the business paper, except those motions about a proposed ordinance or policy, to be considered at a time fixed by the Synod, or appearing in their substantive form for the first time on the business paper for that day.

15.1 Recommendations from the Order of Business Committee

Mrs Briony Bounds moved –

‘Synod agrees –

- (a) to reschedule items of business as shown in marked form on the Timetable for Synod Business, and
- (b) not to take motion M42 (Ministry Planning and use of Church Life Surveys) before Monday 23 September 2024.’

Seconded and carried

15.2 Governance Policy Review Committee

Dr David Nockles moved –

‘Synod thanks the members of the Governance Policy Review Committee, especially Mr Greg Hammond OAM, for their work in bringing the Diocesan Governance Policy and Parish Governance Policy to the Synod.’

Seconded and carried

15.3 NSW Poker Machine Reform

The Rev David Yung moved –

‘Synod, noting that –

- (i) the NSW Budget 2024-25 expects “increased gaming machine activity” and has revised gambling tax revenue estimates much higher over the forward estimates, with taxation revenue on hotel gaming devices, principally poker machines, expected to grow fastest of all at 8% p.a., while gambling tax revenue is already expected to be \$3.5 billion in 2023-24 alone, and
- (ii) a recent survey from Wesley Mission found 30% of respondents know someone who has experienced harm through poker machine use. Such research and forward estimates indicate that recent modest harm minimisation steps by the Government have made negligible difference to the deleterious impact of poker machine gambling on public health and welfare in NSW,

requests the Archbishop, along with all concerned Anglican church members, to write to the Premier of NSW calling for prompt implementation of –

- (a) a universal cashless gambling card with mandatory harm reduction measures, taking account of the learnings from the trial currently underway,
- (b) an independent, state-wide self-exclusion register, and
- (c) the powering down of all club and pub-based poker machines between midnight and 10:00am.’

Seconded and carried

16. Procedural motions from members

16.1 Presentation from Sydney Anglican Property

Mr Peter Hicks moved –

‘Synod agrees to allow the presentation of a 5 minute video regarding the work of Sydney Anglican Property on Tuesday 17 September at a time to be determined at the discretion of the President.’

Seconded

After a time for debate the President asked –

'Does the Synod consider that the motion has been sufficiently debated and should now be voted on?'

The majority of members present answered in the affirmative.

Mr Hicks' motion was put and was carried.

17. Motions

17.1 **Diocesan Governance Policy, Appendix 3 – requirements for members elected or appointed by Non-Diocesan Appointors**

Debate on the following motion, moved by Bishop Chris Edwards, proceeded in accordance with the procedural motion passed on Monday 16 September 2024 –

'Synod, noting that the proposed Diocesan Governance Policy will require, for a Level C or D entity –

- (i) members of the governing body elected or appointed by Non-Diocesan Appointors to sign the form of Appendix 3 as shown in Synod Book 1,
- (ii) members elected or appointed by Diocesan Appointors, and chief executive officers, to sign the form of Appendix 3 as shown in Synod Book 1 including any new paragraphs inserted by resolution of the Synod,

agrees that members elected or appointed by Non-Diocesan Appointors must likewise sign the form of Appendix 3 including any new paragraphs inserted.'

18. Procedural motions from members

18.1 **Arrangements for consideration of Diocesan Governance Policy, Appendix 3 – requirements for members elected or appointed by Non-Diocesan Appointors**

Archdeacon Simon Flinders moved –

'That Synod agrees to resume debate on Diocesan Governance Policy, Appendix 3 – requirements for members elected or appointed by Non-Diocesan Appointors at 7.00 pm tonight, prior to the consideration of the matters scheduled for 7.00 pm.'

Seconded and carried

19. Presentations

19.1 **Anglican Youth and Education Diocese of Sydney (Youthworks) presentation**

Canon Craig Roberts, the Rev Mike Dicker, the Rev Steve Carlisle, and Mr Andy Stevenson gave a presentation, including a video presentation, regarding the work of Anglican Youth and Education Diocese of Sydney (Youthworks).

Canon Roberts led the Synod in prayer for the ministry of Youthworks.

19.2 **Parish of Pymble presentation**

The Rev Stuart Holman gave a presentation, including a video presentation, regarding the work of the parish of Pymble.

Bishop Chris Edwards led the Synod in prayer for the parish of Pymble.

Adjournment

At 5.46 pm, Archdeacon Simon Flinders moved –

‘That the Synod adjourn and resume at 7.00 pm tonight.’

Seconded and carried

Resumption

The Synod resumed at 7.00 pm.

20. Motions

20.1 **Diocesan Governance Policy, Appendix 3 – requirements for members elected or appointed by Non-Diocesan Appointors**

Debate on Bishop Chris Edwards’ motion resumed.

After a time for debate the President asked –

‘Does the Synod consider that the motion has been sufficiently debated and should now be voted on?’

The majority of members present answered in the affirmative.

Bishop Edwards’ motion was taken by ballot by Houses.

Prior to the notice of the result of the vote by ballot by Houses, the Synod adjourned this matter.

21. Review of the central organisational structures of the Diocese presentation

Bishop Michael Stead gave a presentation regarding the review of the central organisational structures of the Diocese.

22. Motions

22.1 **Sydney Anglican Property**

Canon Phillip Colgan moved –

‘Synod, noting –

- (i) the initial steps taken by the Standing Committee outlined in the report “Review of the central organisational structures of the Diocese” to form Sydney Anglican Property (**SAP**) with effect from 1 January 2024 through the appointment of a common transitional board membership for –
 - (A) Anglican Church Property Trust Diocese of Sydney,
 - (B) Anglican Church Growth Corporation,
 - (C) New Church for New Communities, and
 - (D) St Andrew’s House Corporation, and
- (ii) the metrics approved by the Standing Committee outlined in the report by which progress in consolidating the central property undertaking of the Diocese will be measured,
 - (a) endorses the initial steps taken by the Standing Committee in forming SAP,
 - (b) approves in principle the reduction in the number of bodies corporate operating in the SAP structure,

- (c) encourages the Standing Committee to consider and, as appropriate, to take this and such further steps it considers necessary or desirable to realise the full benefit of the consolidation, and
- (d) requests the Standing Committee to report progress to the next ordinary session of the Synod in 2025.

Seconded and carried

23. Sydney Anglican Property presentation

A video presentation was given regarding the work of Sydney Anglican Property.

Dr Laurie Scandrett led the Synod in prayer for the work of Sydney Anglican Property.

24. Motions

24.1 **Anglican Church Property Trust Diocese of Sydney (Delegation of Powers and Quorum) Amendment Ordinance 2024**

Mr Robert Wicks moved –

‘That Synod agree to consider passing the Anglican Church Property Trust Diocese of Sydney (Delegation of Powers and Quorum) Amendment Ordinance 2024 formally.’

Seconded and carried

Mr Wicks spoke in support of the proposed ordinance.

The President asked –

‘Does any member have a question about the proposed ordinance?’

There was a time for questions.

Mr Wicks moved –

‘That the proposed ordinance pass formally as an ordinance of the Synod.’

Seconded and carried

24.2 **Sydney Anglican Services**

Dr Laurie Scandrett moved –

‘Synod, noting the proposal to form Sydney Anglican Services (**SAS**) outlined in the report “Review of the central organisational structures of the Diocese” approves –

- (a) the formation of SAS from 1 January 2025 with the purpose, functions, structure and membership in or to the effect of those outlined in the report,
- (b) the Glebe Administration Board continuing as a separate specialist board but as part of the broader SAS structure with its membership appointed by SAS, and
- (c) the loans function currently administered by the Sydney Anglican Loans Board being administered by SAS with appropriate input from clergy at board level,

and requests the Standing Committee to –

- (i) implement these outcomes and take such other associated action it considers necessary or desirable to realise, as far as possible, the full benefit of SAS’s formation as the corporate body through which the Synod supports and regulates the central governance and administration of the affairs of the Diocese under the oversight of the Standing Committee, and

- (ii) report progress, with any further recommendations, to the next ordinary session of the Synod in 2025.'

Seconded and carried

24.3 Evangelism and Ministry Partnerships

Bishop Michael Stead moved –

'Synod, noting the proposal to form Evangelism and Ministry Partnerships (**EMP**) outlined in the report "Review of the central organisational structures of the Diocese" –

- (a) approves in principle a restructuring of the central media, evangelism, and ministry training organisations of the Diocese into an entity with the purpose, functions and membership as or to the effect of those outlined in the report,
- (b) requests the Standing Committee to continue to consult with the boards of Evangelism and New Churches (**ENC**), Ministry Training & Development (**MT&D**), the Anglican Media Council (**AMC**) and the other bodies involved in this proposal to determine the optimal structure to achieve the purposes and priorities for the Diocesan Fellowship and to consult with specialists in organisational design and change management as necessary, and
- (c) requests the Standing Committee to take such other steps it considers necessary or desirable to achieve this outcome and report progress to the next ordinary session of the Synod in 2025.'

Seconded

The Rev Ben Bathgate sought leave to make a speech in favour of the motion.

The President ruled against the granting of leave.

Canon Phillip Colgan moved as a procedural motion –

'That Synod permit the Rev Ben Bathgate to speak in favour of the motion.'

Canon Colgan's procedural motion was carried.

Bishop Stead's motion was carried.

25. Results of vote by ballot by Houses

25.1 Diocesan Governance Policy, Appendix 3 – requirements for members elected or appointed by Non-Diocesan Appointors

The results of the ballot were announced as follows –

	Lay
For	178
Against	195
Abstain	8
Informal	2

Bishop Chris Edwards' motion was not carried in the House of Laity, and was therefore not carried. In accordance with Standing Order 4.12(4) there was no count of clergy votes.

26. Mothers Union Sydney presentation

A video presentation was given regarding the work of Mothers Union Sydney.

Adjournment

At 9.22 pm, Archdeacon Simon Flinders moved –

‘That the Synod adjourn and resume at 3.15 pm tomorrow.’

Seconded and carried

We certify that, to the best of our recollection, these minutes are a correct record of the Synod’s proceedings.

Two Members of the)
Minute Reading Committee)

Signed by the President

18 September 2024

53rd Synod of the Diocese of Sydney

Second Session

Minutes of Proceedings of the Synod for Wednesday 18 September 2024

1. Assembly

The Synod assembled in the Wesley Theatre at 3.15 pm.

2. Prayers

Archdeacon Kara Hartley led the Synod in prayer.

3. Bible study

The Rev Kevin Kim led the Bible study.

4. Minutes

The President signed the minutes for Tuesday 17 September 2024.

5. Answers to Questions asked in accordance with Standing Order 6.3(2)(a)

5.1 Leases of real property exceeding five years

Mr Samuel Doherty asked the following question –

How many (if any) leases of real property with terms of more than five (5) years has the Anglican Church Property Trust (or the Diocese) granted in the past twenty-five (25) years and where, were or are they (if any) located?

To which the President replied –

I am informed that the answer is as follows –

Sydney Anglican Property, under the legal entity name of the Anglican Church Property Trust Diocese of Sydney, has entered into 61 leases of real property with terms of more than five (5) years in the past twenty-five (25) years. These were situated at 31 different locations on behalf of 25 parishes across the Diocese. Some locations were the subject of multiple leases over this time period.

Parish	Location
Berry with Kangaroo Valley	Shoalhaven Road, Kangaroo Valley
Bondi	34 Ocean St, Bondi
Broadway	St Barnabas' Anglican Church site, Broadway
Cabramatta	42 Cumberland Street, Cabramatta
Cobbitty	335 Cobbitty Road, Cobbitty
Darlinghurst	120A Darlinghurst Road, Darlinghurst
Five Dock	177 Great North Road, Five Dock
Glebe	Bishopthorpe Church Hall, 132 St Johns Road, Glebe

Parish	Location
Greystanes and Merrylands West	728 Merrylands Road, Merrylands West
Guildford with Villawood	St Mary's, Corner Guildford Road and Bolton Street, Guildford
Guildford with Villawood	2 Bolton Street, Guildford
Guildford with Villawood	341 Blaxcell Street, Granville
Hunters Hill	5 Reddish Close, Lane Cove North
Leichhardt	126A Norton Street, Leichhardt
Leichhardt	128 Norton St, Leichhardt
Manly	46-58 The Corso, Manly
Marrickville	Various suites and Shops, 332-334 Marrickville Road, Marrickville
Miranda	526 The Kingsway, Miranda
North Sydney	Cnr McLaren Street and Church Street, North Sydney
North Sydney	34 McLaren Street, North Sydney
Oakhurst	93 Hyatts Road, Oakhurst (Oakhurst church and Richard Johnson Anglican School)
Parramatta	69 Macquarie Street, Parramatta
Randwick	Unit, 20-24 The Avenue, Randwick
Sadleir	Part of 1-7 Spica Street, Sadleir
St James King Street (SJKS)	Various levels, 169 Phillip Street, Sydney (St James Hall)
Sydney - Christ Church St Laurence - Sydney	Ground Floor and First Floor of the building known as 812B George Street, Sydney
Sydney - Christ Church St Laurence	Part 505 Pitt Street, Sydney
Sydney - St Phillips	1 York Street, Sydney
Wollongong	Lot 1 Church Hill, Market St, Wollongong
Yagoona	590 Hume Highway, Yagoona

6. Answers to Questions asked on Tuesday 17 September

6.1 Breaches of Faithfulness in Service

Miss Jan Syme asked the following question –

- (a) How many clergy and lay workers have been investigated by the Professional Standards Committee over the last 6 years?
- (b) How many of these were found to have breached one of the Faithfulness in Service conditions?
 - (i) How many of these were stood down?
 - (ii) How many of the breached conditions were about bullying?
- (c) How many breached two or more of the Faithfulness in Service conditions?
 - (i) How many of these were stood down?
 - (ii) How many of these included bullying as at least one of the breaches?
- (d) The Archbishop in the latest Southern Cross has written “no place for misconduct and abuse”. Does this apply to bullying?

To which the President replied –

The answer to this question is still being prepared and will be given on a subsequent day.

6.2 Gilbulla Memorial Conference Centre

Miss Jan Syme asked the following question –

What steps have been taken for finding a replacement Diocesan conference centre, after Gilbulla was sold about 20 years? Are the monies from the Gilbulla sale still set aside for this purpose?

To which the President replied –

I am informed that the answer is as follows –

Following the sale of the Gilbulla conference centre, the net proceeds were assigned to Youthworks and used to purchase a large guest house on the Central Coast. This was seen as a suitable complement to Youthworks' existing portfolio of diocesan conference centres. However, local council restrictions on the use of that guest house rendered it unsustainable as a conference centre and the property was sold. At every meeting of Youthworks Council the CFO reports that the net proceeds from the sale of Gilbulla continue to be "earmarked as Gilbulla proceeds to fund the acquisition of another conference centre site," in keeping with the intent of the original assignment of funds.

6.3 Standing Committee circular 15 December 2023

The Rev David Clarke asked the following question –

With respect to the Circular of 15th December 2023 sent by SDS on behalf of Standing Committee to Rectors, Wardens and Treasurers, "Minister's Discretionary Benefits Accounts – Limitations on GST Input Tax Credits" –

- (a) Was there a subcommittee of Standing Committee formed to investigate this matter?
- (b) If there was a subcommittee who were the members of this committee?
- (c) From whom was professional tax advice sought?
- (d) Did Standing Committee see a copy of any professional advice given upon which it appears the Circular and advice was based?
- (e) Were dissenting or differing opinions considered?
- (f) Are there changes in tax law that parishes should be aware of since the Diocesan presentations regarding the change from MEAs to MDBAs in 2022?
- (g) Is there a Non Disclosure Agreement regarding how the Standing Committee reached a decision that effectively cuts the take home pay of clergy that this circular describes with the words "*Implementing the changes recommended in this circular will lead to a reduction in the amount available*"?
- (h) What efforts are made to ensure the clarity and intelligibility of Diocesan circulars for those who are not taxation experts?
- (i) In light of parishes being sent a circular stating "*this guidance is not definitive without a tax ruling*", is SDS aware of any parishes seeking their own tax ruling?
- (j) After the sending out of the circular, did the Standing Committee or any subcommittees receive feedback given to SDS staff regarding –
 - (i) the impact on clergy of a decision by Standing Committee to effectively cut take home pay of ministers during a time of high inflation?
 - (ii) the impact the timing chosen to communicate these financial changes a week before Christmas?
 - (iii) the impression such changes and the manner in which they were undertaken communicates about the value and care of clergy in this Diocese?

To which the President replied –

I am informed that the answer is as follows –

The question is out of order under Synod Standing Orders 6.3(4)(c) and (g) as it offers an argument and seeks a legal opinion.

Nonetheless, I will make some comments.

The Standing Committee has declared its deliberations on this matter to be confidential to its members.

The timing of the communications sent to parishes was a product of the process the Standing Committee undertook to make decisions on the issue, and also due to a conviction that the circular needed to be sent with some urgency to ensure compliance with the law before the next business activity statements were due.

SDS makes considerable efforts to communicate in a helpful manner to parishes. Its circulars include sections setting out key points and action items that summarise the content and implications of the circular. An explanation is provided in the body of the circular for those who require more detail. SDS is open to feedback on how its communications can be made more effective.

The substance of the feedback given to SDS staff in response to the circular was shared with the subcommittee.

6.4 Synod voting processes

Dr Robert Pryor asked the following question –

Considering the urgency of being efficient in time use in Synod and the large amounts of time devoted to the process of voting, counting and reporting results, has consideration been given to replacing cumbersome paper procedures with digitalized methods using apps on mobile phones or other less unwieldy methods?

To which the President replied –

I am informed that the answer is as follows –

Yes.

The process used by Synod when voting by ballot may seem well-suited to replacement by an electronic process, however several barriers have so far prevented moving to electronic voting. The barriers stem from the need for the voting process to ensure that every Synod member present may reliably and successfully vote once in each ballot, and include –

- (a) internet access is not sufficiently reliable to ensure the use of every member's personal device to vote,
- (b) we cannot rely on every member having a suitable device,
- (c) the purchase or rental of specialised voting devices that do not rely on an internet connection is administratively inefficient and cost-prohibitive, and
- (d) a hybrid-solution, offering electronic-voting for members able to do so and paper for the rest, could not reasonably be expected to improve efficiency while maintaining accuracy.

Nevertheless, the Synod Secretary is continuing to investigate options and expects that these barriers may be overcome in coming years. Members may also refer to comments on this matter in paragraph 46 of Appendix 1 of the Explanatory Report to the Bill for the *Archbishop of Sydney Election Ordinance 1982 Amendment Ordinance 2024*, found on page 290 of Synod Book 1.

6.5 Historical stipend recommendation

Mr Jonathan Miller asked the following question –

What is the historical stipend recommendation for rectors for the last 20 years (if possible) including year on year % increase?

To which the President replied –

I am informed that the answer is as follows –

The answer to this question is shown in table form and will be available on the noticeboard in the foyer and the SDS website.

Historical Stipend recommendation for Rectors for the last 20 Years		
Effective from	Actual Stipend \$	% increase over previous year
1 January 2024	76,170	4.5%
1 July 2023	72,890	2.4%
1 July 2022	71,182	2.4%
1 July 2021	69,514	2.4%
1 January 2021	67,856	0%
1 January 2020	67,856	1.6%
1 January 2019	66,787	1.6%
1 January 2018	65,714	0%
1 January 2017	65,714	1.4%
1 January 2016	64,810	4.0%
1 January 2015	62,317	0.7%
1 January 2014	61,855	5.8%
1 January 2013	58,452	4.6%
1 January 2012	55,867	5.0%
1 January 2011	53,207	5.0%
1 January 2010	50,673	0%
1 January 2009	50,673	1.6%
1 January 2008	49,891	5.3%
1 January 2007	47,362	3.1%
1 January 2006	45,926	5.0%
1 January 2005	43,736	6.3%
1 January 2004	41,128	3.8%

6.6 Decline in attendance

The Rev David Lanham asked the following question –

Acknowledging God’s sovereignty, and reflecting upon the ‘64/23 Attendance Patterns’ report identifying decline in attendance generally and in ‘newcomers’ specifically; how do we discern if –

- (a) decline is acceptable so long as we are ‘faithful’ or if
- (b) the decline is an indication of our lack of zeal and innovation for the gospel, and so a sign of our lack of faithfulness?

To which the President replied –

The ‘theological reflections’ section of the ‘Attendance Patterns Review Committee’ report says in paragraphs 12 and 13 –

“While we hope and pray that churches would grow, there is very little exegetical or theological evidence to suggest that all churches, in all locations and all ages will always grow. There are lots of things that make up a healthy church. Growth in

numbers is potentially one of them. Growth on its own is not a sign of a healthy church, and lack of growth on its own is not evidence that a church is not healthy.

“We reject the tacit accompanying idea that ‘good ministers’ will always see growth and lack of growth is always proof of ‘poor ministry.’ Jeremiah and Isaiah, and even Paul, conducted ‘good ministry’ but this was not always met with numerical growth. While church numerical growth is in a sense the easiest metric to measure, there are a complementary range of other focuses to improve the spiritual health of our churches.”

In my Presidential Address I encouraged us all to reflect on the findings in the report in a humble, open, and prayerful way.

There will also be an opportunity for further reflection on this matter during the debate at M16.

6.7 Ministry leadership

The Rev David Lanham asked the following question –

The 2011 report ‘2/10 Towards 2050’ stated that –

‘Humanly speaking, leadership in our parochial units is the single greatest determining factor as to whether our churches are growing or not’.

In the light of the ‘64/23 Attendance Patterns’ report:

- (a) Do we affirm this statement is still an accurate observation of ministry leadership today?
- (b) If so, what actions are and can be taken to better equip our parish leaders to be more effective in facilitating numeric growth within our churches?

To which the President replied –

The Attendance Patterns Review report identifies certain factors contributing to church growth and decline. See page 102 of the report. If M16 is passed, Standing Committee will be asked what can be done to equip our parish leaders.

The Attendance Patterns Review Committee has recommended some actions in its report. See in particular paragraphs 113, 114, 116, 118, 120 of the report.

6.8 Young adult attendance patterns

The Rev David Lanham asked the following question –

The 2013 review of Mission (31/12 Review of the Diocesan Mission), identified that: ‘a slight increase in the proportion of newcomers in Sydney Anglican congregations from 1991 to 2001 has been replaced by a decrease since 2001. This is a very significant trend which, if it was to continue, would be expected to impact on the numbers of young adults in the Sydney Diocese... and ultimately upon church growth trends.’

Given the observations within the ‘64/23 Attendance Patterns’ report showing a continuing decline in ‘Newcomers’ to 2023 –

- (a) What are the specific numbers of young adult attenders in our churches between 2013-2023?
- (b) Does this data identify declining effectiveness of ministry to young adults?
- (c) Is the decline in ‘newcomers’ an indication of decreasing effectiveness in evangelism generally?

To which the President replied –

I am informed that the answer is as follows –

- (a) There is no available data from which to answer this part of the question.
- (b) Not applicable.

- (c) As observed in my Presidential Address, the numbers are not self-interpreting, and require local, careful, and prayerful interpretation.

6.9 Housing Australia Future Fund (HAFF)

Mr Matthew Robson asked the following question –

Noting that this week Housing Australia announced it had notified applicants of the outcomes of the first funding round for the HAFF program –

- (a) Did the Diocese participate in the process?
- (b) Approximately how many applications were made?
- (c) What was our success rate?

To which the President replied –

I am informed that the answer is as follows –

- (a) Yes.
- (b) Eleven applications were made by Sydney Anglican Property on behalf of parishes. Two applications were also made by Anglicare.
- (c) No public announcement can be made at this time. Members can access general information about the Diocese's involvement in the Housing Australia Future Fund program in the August-September issue of Southern Cross, as well as SAP e-newsletters and the SAP website.

6.10 The Attendance Patterns Report

Mr Michael Doran asked the following question –

Questions to Standing Committee and the Attendance Patterns Committee about the content, recommendations, inferences and implications of the Attendance Patterns Report –

- (a) The NCLS indicator, 'a strong sense of belonging': What do the committees believe are the characteristics of leaders that foster a 'strong sense of belonging'?
- (b) Declines in large churches: What congregational, diocesan and local factors have the committees identified regarding the decline in attendance within large churches, and the reduction in the number of large churches?
- (c) The correlation between large churches, and a sense of belonging: How do large churches foster a strong sense of belonging?
- (d) Characteristics and availability of senior ministers fitted for large church leadership: What do the committees believe are the specific characteristics of senior ministers who are suited for leadership of large churches, and does the Diocese have enough of such ministers in the pipeline?
- (e) Training senior ministers for large church ministry: What is the pathway for ministers in readiness for leadership of large churches, and how is the Diocese growing these capabilities?
- (f) The desire to build large church buildings in the greenfields: Given the observations about decline in attendance within large churches, what lessons can the Diocese learn, especially when the churches being hoped for, designed and built in the greenfields areas are often large scale (e.g. auditoriums of 500+ seats)?
- (g) About 'fresh priorities': What would 'a fresh priority on winning newcomers/converts' to Jesus look like in contrast to what is true today?
- (h) About apparent complacency in outreach: How would the committee respond to the suggestion that some of the recommendations imply that many of our ministers are complacent about reaching unchurched people in the community? In the opinion of the committees, what more should they be doing?
- (i) About patterns of church members who are occasional in attendance (e.g., 3 weeks in 5, or 25 turn-ups per year): Though not the focus of the report, what observations has the committee made about the attendance patterns of committed Christian members of congregations who are in a pattern of only occasional attendance. How widespread is this pattern, is it new, does it matter, and what are your suggested approaches to address this?

To which the President replied –

I am informed that the answer is as follows –

The questions, while helpful, are beyond the terms of reference given to the Attendance Patterns Committee, and not matters on which the committee can make observations and offer reflections. They would form a useful basis for reflection at a church and mission area level.

6.11 Attendance patterns and the South Western Region Draft Buildings and Property Strategy

The Rev Dr Stephen Anderson asked the following question –

Given the contrast between –

- (a) the statistical findings detailed in Appendix C of this year's Attendance Patterns Report, and
- (b) the target capacity explicitly presupposed for each parish in last year's South Western Region Draft Buildings and Property Strategy (p. 21) –

are there plans for the strategic presuppositions of the latter document (and its wider family of documents) to be reviewed in light of the findings of the former?

To which the President replied –

I am informed that the answer is as follows –

No. There are no plans to revise the strategic presuppositions of the Ministry-led Buildings and Property Strategies in light of the findings of the Attendance Patterns Report. Appendix F of the South Western Region Buildings and Property Strategy already includes detailed sensitivity analyses that highlights the implications of modifying the strategic presuppositions.

6.12 Higher Education Loan Program (HELP)

The Rev Dr Stephen Anderson asked the following question –

- (a) What planning has commenced around the impact of –
 - (i) the renewable HELP loan limit and
 - (ii) the 7-year HELP entitlement limit (introduced respectively in 2020 and 2022) upon those pursuing formal theological training?
- (b) Is there some suitably qualified group designing a pathway to ameliorate the foreseeable financial impediments to theological training, and especially the track towards ordination?
- (c) If so, what is the envisaged timeline until this is reflected in Synod's Allocations and Appropriations Bill?

To which the President replied –

The answer to this question is still being prepared and will be given on a subsequent day.

6.13 Anglicare research funding

Mr Gavin Jones asked the following question –

Can you please give a rationale for why Anglicare Research is proposed to be defunded in the next triennium?

To which the President replied –

I am informed that the answer is as follows –

The answer to this question is still being prepared and will be given on a subsequent day.

6.14 Diocesan Governance Policy and Corporation Schools

The Rev Andrew Schmidt asked the following question –

Reference is made to the Diocesan Governance Policy, Appendix 1 (page 215). Questions –

- (a) Which category of organisation is an individual Corporation School (as distinct from the Schools Corporation itself)?
- (b) Consequently, will Corporation School heads be required to sign the Statement of Organisational Faithfulness?

To which the President replied –

I am informed that the answer is as follows –

This question is out of order under Synod Standing Order 6.3(4)(g) as it seeks a legal opinion.

There will be an opportunity to ask questions about the operation of the Diocesan Governance Policy when we reach item B5 of the Business Paper.

6.15 Confirmation statistics

The Rev Andrew Schmidt asked the following question –

- (a) How many individuals were confirmed in the Diocese in 2023?
- (b) How many parishes have not held a confirmation service in the last 5 years?
- (c) What is the episcopal team's pastoral response to any parishes which appear to be "not doing confirmation" anymore?

To which the President replied –

I am informed that the answer is as follows –

- (a) This information is not consistently collected centrally. It is not possible to collect data from parishes in the time given.
- (b) We are aware of at least 40 parishes.
- (c) The response depends on the circumstances of each parish.

6.16 Age demographic data

The Rev Andrew Schmidt asked the following question –

In reference to the excellent "Attendance Patterns" report –

- (a) Is information available to show in detail the age distribution by decades of the members of our churches? That is, the number of members aged 0-9, the number aged 10-19, the number aged 20-29 and so on?
- (b) If not, would the authors of the report consider the collection of such information to be useful and feasible?

To which the President replied –

I am informed that the answer is as follows –

- (a) No.
- (b) The Attendance Patterns Committee has not discussed this matter.

6.17 Network Costs

Mr Mark Robinson asked the following question –

The *Parochial Cost Recoveries Ordinance* report shows that Network Costs have increased from \$5.2m in 2016 to \$11.3m in 2025. (Book 1 p235). That is an increase of 117% over a decade whereas church operating receipts have only increased by 36% over the same period.

- (a) Since 2016, what additional costs have been included in Network Costs which were not included in 2016?
- (b) What is the amount of those additional costs included in the 2025 total of Network Costs?

To which the President replied –

I am informed that the answer is as follows –

- (a) There is one new component of the Parochial Network Costs, being the ACPT Management fee payable by all parishes with property.

The following table contains a comparison of the components of the Parochial Network Costs between 2016 and 2025 together with the parish Net Operating Receipts for the respective years.

It is not practical to read the table of numbers out loud. The table and answer will be available on the notice board in the foyer.

PCR Comparison - 2016 - 2025		
	2016	2025
Parish Property & Liability Insurance Program	\$3,700,000	\$8,157,288
Parish Risk Management Program	\$221,000	\$277,838
Professional Standards Unit (Now Office of the Director of Safe Ministry)		
- Parish related costs	\$751,000	\$1,530,000
- Reimbursing Synod Risk Reserve for non-standard operating costs	\$90,000	\$ -
Safe Ministry Training Program	\$139,000	\$162,240
Provision for relief and remission of PCR charges	\$10,000	\$ -
Parish contribution to the cost of Diocesan Archives	\$68,000	\$82,105
Fee for managing the PCR Fund 951	\$194,000	\$246,029
ACPT Management fee payable by all parishes with property	\$ -	\$1,185,000
Less - Amount drawn from the working capital in PCR fund 951		\$(258,000)
Less - Amount drawn from the working capital in Long Service Leave Fund 953		\$(100,000)
Total - Parochial Network Costs	\$5,173,000	\$11,282,500
Increase - \$		\$6,109,500
Increase - %		118%
Total Operating Receipts -\$M	101.2	138
Increase - \$M		\$37
Increase - %		36%

- (b) The amount of the ACPT Management fee payable by all parishes with property in 2025 is budgeted at \$1,185,000, (2016 \$Nil).

For completeness, in 2016 the network costs included \$90,000 for reimbursing the Synod Risk Reserve for non-standard operating costs, whereas the corresponding amount for 2025 is Nil. The 2025 network costs also include two negative items of \$258,000 and \$100,000 respectively representing a reduction in the amount of the network costs to be recovered through PCR due to 'recycling' excess capital from the PCR Fund 951 and the Long Service Leave Fund 953. There were no corresponding items in 2016.

6.18 Moore Theological College enrolments

The Rev Dr Raj Gupta asked the following question –

In relation to Moore College enrolments:

- (a) How many students (male, female, and total) are enrolled in a Bachelor of Theology or Bachelor of Divinity –
- (i) First year,
 - (ii) Second year,
 - (iii) Third year, and
 - (iv) Fourth year?
- (b) How many ordination candidates are there in each year of College?
- (c) What is the number of first year students (in a Bachelor of Theology or Bachelor of Divinity degree) in each of the last 5 years?

To which the President replied –

I am informed that the answer is as follows –

The answer to this question is shown in table form and will be available on the notice board in the foyer and on the SDS website.

(a)

Year	Female	Male	Grand Total
1	23	60	83
2	15	45	60
3	13	38	51
4	7	36	43

(b)

Year	# candidates/seeking candidacy in Sydney
1	10
2	17
3	20
4	19
TOTAL	66

(c)

Year	# students
2020	45
2021	66
2022	53
2023	66
2024	64

- * The figures here are the number of commencing students for the year and do not include those who, by virtue of advanced standing from prior studies, enter straight into second year.

6.19 Counselling related to the Confidential Lifestyle Questionnaire

Mrs Nicola Fortescue asked the following question –

- (a) How many people who have completed the Confidential Lifestyle Questionnaire have taken up the offer of follow-up counselling or support paid for by the Diocese?
- (b) Has the offer of counselling or support ever been offered to people for the purpose of support during the completion of the questionnaire?

To which the President replied –

I am informed that the answer is as follows –

The CLQ is a significant pastoral conversation centred around personal godliness and suitability for Christian ministry.

The Confidential Lifestyle Questionnaire (CLQ) is part of the Safe Ministry Check process under the *Safe Ministry to Children Ordinance 2020* required for ordination candidates, clergy seeking a licence and lay ministers seeking authorisation from the Archbishop for ministry in the Diocese. Completion of the CLQ form is accompanied by an interview of the applicant. These interviews are conducted by Regional Bishops and the Archdeacon for Women, their Assistants, or MT&D.

- (a) 151 applicants have been approved for payment of counselling sessions. 122 have taken the opportunity to use some or all of their sessions.
- (b) No. Counselling has not been offered when applicants fill out the questionnaire form. However, counselling and support are offered during the interview process.

7. Questions

Questions were asked by the following members –

- (1) Mr Samuel Doherty
- (2) Mr Samuel Doherty
- (3) The Rev Michael Leite
- (4) The Rev Michael Leite
- (5) The Rev Michael Doyle
- (6) The Rev Michael Doyle
- (7) The Rev David Clarke
- (8) The Rev Andrew Barry
- (9) The Rev Trevor Young
- (10) Mrs Lyn Miles
- (11) Mr Chris Hamam
- (12) The Rev Mark Collins
- (13) The Rev David Lanham
- (14) The Rev David Lanham
- (15) The Rev David Lanham

8. Notices of Motions

Notices of motions were given by the following members –

- (1) Dr Karin Sowada
- (2) The Rev Stephen Gardner
- (3) Mr Chris Hamam
- (4) The Rev Alan Lukabyo

9. Calling of motions on the business paper

The President called the motions in the order in which they appeared on the business paper, except those motions about a proposed ordinance or policy, to be considered at a time fixed by the Synod, or appearing in their substantive form for the first time on the business paper for that day.

9.1 Recommendations from the Order of Business Committee

Mrs Briony Bounds moved –

‘Synod agrees –

- (a) to reschedule items of business as shown in marked form on the Timetable for Synod Business, and
- (b) to commence consideration of B1 Archbishop of Sydney Election Ordinance 1982 Amendment Ordinance 2024 following the formal matters today (Wednesday 18 September 2024), noting that it may occur prior to 4.30 pm,

and suspends so many of the Standing Orders as would prevent these arrangements.’

Seconded and carried

9.2 Arrangements for consideration of M48 Variable Parochial Cost Recoveries percentage

Dr Laurie Scandrett moved –

‘Synod agrees to schedule consideration of the motion for which notice was given yesterday, regarding a cap on parish cost recoveries, for Monday 23 September 2024 immediately following consideration of the Parochial Cost Recoveries Ordinance 2024.’

Seconded and carried

9.3 Significant challenges to Religious Freedom (Federal)

Bishop Michael Stead moved –

‘Synod –

- (a) expresses its disappointment that the Albanese Government has indicated that it does not intend to honour its election commitments to pass a Religious Discrimination Act and to maintain the ability of faith-based schools to preference people of their faith in the selection of staff under the *Sex Discrimination Act 1984* (Cth),
- (b) calls on the Government and the Opposition to recommit to passing a Religious Discrimination Act to protect individuals against discrimination, and also to commit to introducing a positive right for religious individuals and organisations to conduct their affairs in accordance with their religious beliefs, and
- (c) asks all churches to consider informing their members of these issues, encouraging them to write to their Federal Member of Parliament to seek these commitments for a Religious Discrimination Act and positive protections to conduct one’s affairs in accordance with religious beliefs.

Seconded and carried

9.4 Dinner for younger members of Synod

Mr Tristan Anlezark moved –

‘Synod notes that there will be a dinner for its younger members on Wednesday 18 September 2024 for the purposes of encouragement and nourishment. The dinner group will meet at the Pitt St entrance of the Wesley Theatre at the conclusion of the evening session, with the intention of dining in Centrepoint Westfield food court.

All Synod members feeling their youth places them in a minority, or otherwise feeling the weight of their inexperience, are warmly invited to attend.’

Seconded and carried

9.5 Declarations regarding disqualifying offences

Mr Samuel Doherty moved –

‘Synod, noting –

- (i) the “Declaration” in clause 6 of the *Synod Membership Ordinance 1995* in which the declarant affirms, *inter alia*, that they have not been convicted of a disqualifying offence listed in Schedule 2 of the *Child Protection (Working with Children) Act 2012*,
- (ii) the equivalent declarations made by persons nominated or appointed as a parish councillor or warden in the *Parish Administration Ordinance 2008*, and
- (iii) that the *Child Protection (Working with Children) Act 2012 (the Act)* states in section 18 that Working With Children Check clearances must not be granted to “disqualified persons”, defined (in part) as a person convicted of an offence

specified in Schedule 2, “if the offence was committed as an adult” (emphasis added),

requests the Standing Committee to –

- (a) examine (or ask a suitable body to examine) the wording of these declarations in the light of the qualification contained in the Act,
- (b) consider whether the ordinance declarations should be amended to bring them in line with the Act, and
- (c) report and, if necessary, bring a suitable bill, to the next session of the Synod.’

Seconded and carried

9.6 Retirement of Canon Daniel Willis as Gafcon Global Operations Manager

Dr Laurie Scandrett moved –

‘Synod gives thanks to God for the work and ministry of Canon Daniel Willis, formerly the Rector of Frenchs Forest, an Assistant Minister of St Andrew’s Cathedral and the Chief Executive Officer of the Bible Society, who will soon retire as the Gafcon Global Operations Manager.

Daniel previously served as the Conference Director of GAFCON III, which was held in Jerusalem in 2018, before taking on the role of Gafcon Global Operations Manager in 2020. Daniel brought very strong administrative, organisational and strategic planning skills to this role, and in particular led the Gafcon Global Secretariat with composure through the COVID years when travel was difficult and, as a result, relationships strained. Yet in all he has done Daniel has sought to honour God and the Gospel of our Lord Jesus Christ in and beyond this Diocese. In all this Daniel was, and is still, supported by his loving wife, Karen.

Synod recognises that Daniel and Karen will continue to contribute fruitfully to gospel ministry and prays for God’s ongoing blessings on them.’

Seconded and carried

The Rev Jodie McNeill led the Synod in prayer for Canon Daniel and Mrs Karen Willis.

9.7 90th Anniversary of founding of the Archbishop of Sydney’s Anglican Aid

Canon Tim Swan moved –

‘Synod –

- (a) celebrates with thanks the 90th anniversary of the founding of the Archbishop of Sydney’s Anglican Aid, founded originally as the Archbishop of Sydney’s Winter Appeal in 1934 by Archbishop Howard Mowll,
- (b) notes the addition in 1971 of the Archbishop’s Overseas Relief and Aid Fund by Archbishop Marcus Loane, the addition in 2000 of the Archbishop’s Overseas Ministry Fund by Archbishop Harry Goodhew, and the amalgamation of the three funds under the umbrella name of The Archbishop of Sydney’s Anglican Aid by Archbishop Peter Jensen in 2010, and
- (c) rejoices at the tens of thousands of needy people helped, and is grateful for the widespread ongoing support for Anglican Aid from across the Diocese.’

Seconded and carried

10. Procedural motions from members

10.1 Asking of questions on a motion relating to Reports to the Synod

Dr Karin Sowada moved –

'That so much of Standing Orders be suspended for the duration of the current session that would prevent members asking a question on a motion relating to Reports to the Synod.'

Seconded

8 members stood in their place to object to the suspension of business rules without notice.

Dr Sowada's procedural motion therefore lapsed.

11. Motions

11.1 Archbishop of Sydney Election Ordinance 1982 Amendment Ordinance 2024

Archdeacon Anthony Douglas moved –

'That the Archbishop of Sydney Election Ordinance 1982 Amendment Ordinance 2024 be approved in principle.'

Seconded

Archdeacon Douglas spoke in support of the proposed ordinance.

The President asked –

'Does any member have a question about the proposed ordinance?'

There was a time for questions.

The motion that the ordinance be approved in principle was put and was carried.

The President asked –

'Does any member wish to move an amendment to the text of the proposed ordinance?'

A member of Synod indicated that they wished to move an amendment to the text of the proposed ordinance.

Archdeacon Douglas moved –

'That Synod resolve itself into the Synod in Committee to consider the text of the proposed ordinance.'

Seconded and carried

The text of the proposed ordinance was considered by the Synod in Committee. After consideration of the text had been completed, the Deputy Chair of Committee reported the proposed ordinance without amendments.

Archdeacon Douglas moved –

'That the report of the Deputy Chair of Committee be adopted.'

Seconded and carried

Archdeacon Douglas moved –

'That the Archbishop of Sydney Election Ordinance 1982 Amendment Ordinance 2024 pass as an ordinance of the Synod.'

Seconded and carried

11.2 Consecration of the Archbishop of Sydney Ordinance 2021 Amendment Ordinance 2024

Archdeacon Anthony Douglas moved –

‘That Synod agree to consider passing the Consecration of the Archbishop of Sydney Ordinance 2021 Amendment Ordinance 2024 formally.’

Seconded and carried

Archdeacon Douglas spoke in support of the proposed ordinance.

The President asked –

‘Does any member have a question about the proposed ordinance?’

There were no questions.

Archdeacon Douglas moved –

‘That the proposed ordinance pass formally as an ordinance of the Synod.’

Seconded and carried

12. Prayer for the Rev Dr Max Wood

In accordance with Standing Order 3.6(1), the President invited Bishop Chris Edwards to address the Synod.

Bishop Edwards led the Synod in prayer for the Rev Dr Max Wood.

13. Motions

13.1 Diocesan Governance Policy

Having been granted leave, Mr Greg Hammond OAM moved –

‘That the Diocesan Governance Policy be approved in principle.’

Seconded

Mr Hammond spoke in support of the proposed policy.

The President asked –

‘Does any member have a question about the proposed policy?’

There was a time for questions.

Prior to the completion of the time for questions, the Synod adjourned this matter.

13.2 40th anniversary of the establishment of Sports and Leisure Ministries

Having been granted leave, the Rev Dr Richard Wenden moved –

‘Synod thanks God for –

- (a) the 40th anniversary of the establishment of Sports & Leisure Ministries,
- (b) for the tenacity of clergymen and lay people from several denominations, including Sydney's the Rev David Tyndall, in the establishment and development of this ministry,
- (c) the sports chaplaincy organisations that grew from this root, including Sports Chaplaincy Australia, Australian Racing Christian Chaplaincy, Life Saving Chaplaincy Australia and Motor Racing Chaplaincy, and

- (d) the over 500 people involved in sports chaplaincy across Australia who continue to show the love of Jesus in the sporting arena of our land, and commits to pray for this vital ministry.'

Seconded

The Rev Tom Hargreaves moved as an amendment to Dr Wenden's motion –

'Omit the word "clergymen" and insert instead the word "clergy".'

Seconded and carried

Dr Wenden's motion, as amended, was carried in the following form –

'Synod thanks God for –

- (a) the 40th anniversary of the establishment of Sports & Leisure Ministries,
- (b) for the tenacity of clergy and lay people from several denominations, including Sydney's the Rev David Tyndall, in the establishment and development of this ministry,
- (c) the sports chaplaincy organisations that grew from this root, including Sports Chaplaincy Australia, Australian Racing Christian Chaplaincy, Life Saving Chaplaincy Australia and Motor Racing Chaplaincy, and
- (d) the over 500 people involved in sports chaplaincy across Australia who continue to show the love of Jesus in the sporting arena of our land, and commits to pray for this vital ministry.'

The Rev Dr David Tyndall, in attendance in the public gallery, was welcomed with acclamation by members of the Synod.

The Rev Jeremy Tonks led the Synod in prayer for the ministry of sports chaplaincy organisations.

14. Presentations

14.1 Moore Theological College presentation

The Rev Dr Mark Thompson and the Rev Dr Simon Gillham gave a presentation, including a video presentation, regarding the work of Moore Theological College.

Canon Susan An led the Synod in prayer for the work of Moore Theological College.

14.2 Parish of Woollahra presentation

The Rev Marcelo Morbelli gave a presentation regarding the work of the parish of Woollahra.

Bishop Michael Stead led the Synod in prayer for the parish of Woollahra.

Adjournment

At 5.54 pm, Archdeacon Simon Flinders moved –

'That the Synod adjourn and resume at 7.05 pm tonight.'

Seconded and carried

Resumption

The Synod resumed at 7.05 pm.

15. Motions

15.1 Diocesan Governance Policy

Consideration of the Diocesan Governance Policy resumed.

There was a time for questions.

The motion that the Diocesan Governance Policy be approved in principle was put and was carried.

The President asked –

‘Does any member wish to move an amendment to the text of the proposed Policy?’

A member of Synod indicated that they wished to move an amendment to the text of the proposed Policy.

Mr Greg Hammond OAM moved –

‘That Synod resolve itself into the Synod in Committee to consider the text of the proposed Policy.’

Seconded and carried

The text of the proposed Policy was considered by the Synod in Committee. After consideration of the text had been completed, the Deputy Chair of Committee reported the proposed ordinance with amendments.

Mr Hammond moved –

‘That the report of the Deputy Chair of Committee be adopted.’

Seconded and carried

Mr Hammond moved as a procedural motion –

‘That Synod agrees to consider forthwith a motion that the Diocesan Governance Policy pass as a policy of the Synod, and suspends so many of the Standing Orders as would prevent these arrangements.’

Seconded

Mr Hammond’s procedural motion was put but was not carried.

Mr Hammond moved –

‘That Synod agree to consider on Monday 23 September a motion that the proposed policy pass as a policy of the Synod.’

Seconded and carried

15.2 Diocesan Governance Policy – acknowledgements and thanks

Bishop Chris Edwards moved –

‘Synod –

- (a) acknowledges and gives thanks for the persons responsible for governing Diocesan organisations, who give generously of their time, energy and skills to exercise the responsibilities with which they have been entrusted,
- (b) encourages the persons responsible for governing Diocesan organisations to work in partnership with the Synod in seeking standards of governance appropriate to their context. Such standards are to be underpinned by prayer, sacrificial service, a dependence upon God for wisdom and a proper regard to

best practice so that decisions made will enhance the effectiveness of each Diocesan organisation in proclaiming and commending Jesus Christ as Lord and pursuing their purposes,

- (c) commits to having due regard to the principles set out in the Diocesan Governance Policy in formulating rules and policies for the conduct of its own affairs and business, and
- (d) commits to working in partnership with Diocesan organisations, seeking to be informed of both their purposes and contexts to communicate and collaborate with them in the pursuit of their purposes and the furtherance of the purposes and priorities of the Diocese.'

Seconded and carried by acclamation

15.3 Attendance Patterns and Mission in the Diocese

The Rev Dominic Steele moved –

'Synod, noting the report "64/23 Attendance Patterns and Mission in the Diocese", asks the Standing Committee to consider the recommendations of the report (paragraphs 111-129), to take appropriate steps to enact those recommendations it chooses to prioritise, and to bring a report to the next session of the Synod with an update on progress.'

Seconded

The Rev Robin Kinstead moved as an amendment to Mr Steele's motion –

'Amend the motion by forming the request of the motion ("asks the Standing Committee...") into a subparagraph, and insert the following as an additional subparagraph, suitably ordered –

- "(#) gives thanks to God for the recent 'partial post-Covid recovery' and calls for confession and humble repentance, where we have fallen short in not giving sufficient priority, attention, reflection and resources to seeing the lost of Sydney and the Illawarra saved by Jesus".'

Seconded

The Rev Marty Davis moved as an amendment to Mr Kinstead's amendment –

'Omit the matter, "of Sydney and the Illawarra", and insert instead the matter, "throughout the Diocese of Sydney".'

Seconded and carried

Mr Kinstead's amendment to Mr Steele's motion, as amended by Mr Davis, was carried.

The Rev David Lanham moved as an amendment to Mr Steele's motion –

'Amend the motion by forming the request of the motion into a subparagraph, and insert the following as an additional subparagraph, suitably ordered –

- "(#) asks the Standing Committee to review how we collect our attendance and mission data (for all ages) and to schedule a detailed attendance report (by region and mission area) for the first session of each subsequent synod (including where possible correlation with NCLS church health and leadership statistics)".'

Seconded

Mr David Braga moved as an amendment to Mr Lanham's amendment –

'Amend the amendment as follows –

- (a) omit the matter “(for all ages)” and insert instead the matter “(based on appropriate age cohorts)”, and
- (b) omit the word “correlation” and insert instead the word “alignment”.’

Seconded and carried

Mr Lanham’s amendment to Mr Steele’s motion, as amended by Mr Braga, was carried.

Further consideration of the matter was adjourned.

The Rev Geoff Bates led the Synod in prayer.

Adjournment

At 9.34 pm, Archdeacon Simon Flinders moved –

‘That the Synod adjourn and resume at 3.15 pm Monday 23 September 2024.’

Seconded and carried

We certify that, to the best of our recollection, these minutes are a correct record of the Synod’s proceedings.

Two Members of the)
 Minute Reading Committee)

Signed by the President

23 September 2024

53rd Synod of the Diocese of Sydney

Second Session

Minutes of Proceedings of the Synod for Monday 23 September 2024

1. Assembly

The Synod assembled in the Wesley Theatre at 3.15 pm.

2. Prayers

Archdeacon Simon Flinders led the Synod in prayer.

3. Bible study

The Rev Kevin Kim led the Bible study.

4. Minutes

The President signed the minutes for Wednesday 18 September 2024.

5. Procedural motions

5.1 Recommendations from the Order of Business Committee

Mrs Briony Bounds moved –

‘Synod agrees to reschedule items of business as shown in marked form on the Timetable for Synod Business.’

Seconded and carried

5.2 Expedited time limits and procedures

Mrs Briony Bounds moved –

‘Synod –

- (a) adopts all the expedited time limits and all the expedited procedural rules, set out at subclauses 4.19(1) and 4.19(2) of the *Synod Standing Orders Ordinance 2019*, for Monday 23 September 2024,
- (b) notes that, among other things, the expedited procedural rules mean the Archbishop is not required to read aloud the answers to questions,
- (c) agrees to consider the time allocated to the mover of B6 (Synod Appropriations and Allocations Ordinance 2024) and B7 (Parochial Cost Recoveries Ordinance 2024) as a total time allocation for both proposed ordinances (i.e., a total of up to 24 minutes to move that each ordinance be approved in principle), and
- (d) agrees that M40 (Appointment of the Rev Jodie McNeill as Gafcon Global Operations Manager), M41 (The Rev Jodie McNeill and the parish of Jamberoo), and M44 (Nepali Church Plant in South Western Area) will each be moved formally, without a speech of the mover or seconder, followed by prayer, and
- (e) agrees to retain any specific arrangements already passed by the Synod by procedural motion, including speech time limits,

and suspends so many of the Standing Orders as would prevent the arrangements in paragraphs (c) and (d).'

Seconded and carried

6. Answers to Questions asked on Tuesday 17 September

Pursuant to the procedural motion passed at item 5.2, answers to questions were not read aloud.

6.1 Breaches of Faithfulness in Service

Miss Jan Syme asked the following question –

- (a) How many clergy and lay workers have been investigated by the Professional Standards Committee over the last 6 years?
- (b) How many of these were found to have breached one of the Faithfulness in Service conditions?
 - (i) How many of these were stood down?
 - (ii) How many of the breached conditions were about bullying?
- (c) How many breached two or more of the Faithfulness in Service conditions?
 - (i) How many of these were stood down?
 - (ii) How many of these included bullying as at least one of the breaches?
- (d) The Archbishop in the latest Southern Cross has written “no place for misconduct and abuse”. Does this apply to bullying?

The answer to this question is still being prepared and will be given on a subsequent day.

6.2 Higher Education Loan Program (HELP)

The Rev Dr Stephen Anderson asked the following question –

- (a) What planning has commenced around the impact of –
 - (i) the renewable HELP loan limit and
 - (ii) the 7-year HELP entitlement limit (introduced respectively in 2020 and 2022) upon those pursuing formal theological training?
- (b) Is there some suitably qualified group designing a pathway to ameliorate the foreseeable financial impediments to theological training, and especially the track towards ordination?
- (c) If so, what is the envisaged timeline until this is reflected in Synod's Allocations and Appropriations Bill?

The answer to this question is still being prepared and will be given on a subsequent day.

6.3 Anglicare research funding

Mr Gavin Jones asked the following question –

Can you please give a rationale for why Anglicare Research is proposed to be defunded in the next triennium?

The answer to this question is still being prepared and will be given on a subsequent day.

7. Answers to Questions asked on Wednesday 18 September

Pursuant to the procedural motion passed at item 5.2, answers to questions were not read aloud.

7.1 License/consecration of former Church of St Mark's, Freemans Reach

Mr Samuel Doherty asked the following question –

Why was the licence of the former Church of St Mark's, Freemans Reach revoked?

The answer to this question is still being prepared and will be provided on a subsequent day.

7.2 License/consecration of Grace West Anglican Church

Mr Samuel Doherty asked the following question –

Why has (as at the time of publication of the 2022 – 2023 Year Book) Grace West Anglican Church – Silverdale not been licensed or consecrated as a church?

The answer to this question is still being prepared and will be provided on a subsequent day.

7.3 Clergy Demographics

The Rev Michael Leite asked the following question –

In each year from 2013 to 2023 within all Diocesan Parishes:

- (a) How many full time Presbyters in total were licensed in the Diocese?
- (b) How many part time Presbyters in total were licensed in the Diocese?
- (c) How many full time Deacons in total were licensed in the Diocese?
- (d) How many part time Deacons in total were licensed in the Diocese?
- (e) How many full time licensed lay ministers in total were employed in the Diocese?
- (f) How many part time licensed lay ministers in total were employed in the Diocese?
- (g) How many ordained ministers left Parish work in the Diocese (excluding retirement)?
- (h) How many full time licensed lay ministers left Parish work in the Diocese (excluding retirement)?

The answer to this question is still being prepared and will be provided on a subsequent day.

7.4 Retirement demographics

The Rev Michael Leite asked the following question –

In each year from 2024 to 2034 within all Diocesan Parishes:

- (a) How many of the current ordained ministers will reach the retirement age of 67?
- (b) How many of the current licensed lay ministers will reach the retirement age of 67?

The answer to this question is still being prepared and will be provided on a subsequent day.

7.5 Deeds of Release

The Rev Michael Doyle asked the following question –

Noting the Archbishop's answers to question (b)(i) on item 4.21 on the business papers on 17/9/2024, of the 8 deeds the Archbishop is aware of:

- (a) Would any, if signed, have prevented the staff member or office holder from reporting any allegations of unacceptable behaviour to the relevant bishop or to the ODSM? If so, how many?
- (b) Was the Archbishop's office (Archbishop, senior clergy, archdeacons or similar) or any SDS employee in any way involved in the formatting, signing, passing on, recommendation or communication of these deeds to the staff members or assistant ministers?
- (c) Did the Archbishop's office (Archbishop, senior clergy, archdeacons or similar) or any SDS employee in any way encourage or advise the relevant senior minister, wardens, parish council, assistant minister or employee in the use of these deeds?
- (d) What was the nature of this encouragement or advice?

The answer to this question is still being prepared and will be provided on a subsequent day.

7.6 Proceedings under the *Assistant Ministers Ordinance 2017*

The Rev Michael Doyle asked the following question –

Since the passing of the *Assistant Ministers Ordinance 2017*:

- (a) How many Notices of Intention to Terminate are the Archbishop's office (Archbishop, senior clergy, archdeacons or similar) or SDS employees aware of?
 - (i) Were any given for reasons that included performance concerns? If so, how many?
 - (ii) Have any been given for reasons that included the relevant assistant minister or employee making a claim that the parish is an unsafe workplace? If so, how many?
 - (iii) Have any reviews been requested as allowed under section 3B of the Assistant Ministers Ordinance? If so, how many?
 - (iv) What was the result of those reviews?
- (b) If any notices were given for reasons that included performance concerns:
 - (i) Were any preceded by a written performance plan? If so, how many?
 - (ii) Were any of the relevant assistant ministers or employees not previously given three written warnings that if their performance did not improve they would be terminated?
 - (iii) Did any result in the assistant minister resigning? If so, how many?
 - (iv) Did any result in the assistant minister being terminated? If so, how many?
 - (v) Did any result in performance being improved to an acceptable level? If so, how many?
- (c) Where the Archbishop's office (Archbishop, senior clergy, archdeacons or similar) or SDS employees have been involved in the process of the termination or performance management of employees or assistant ministers:
 - (i) Have the Archbishop's office or SDS employees acted on behalf of or request of the relevant senior minister in any instance? If so, in how many cases?
 - (ii) Have the Archbishop's office or SDS employees acted on behalf of or request of the relevant employee or assistant minister in any instance? If so, in how many cases?
 - (iii) Have the Archbishop's office or SDS employees attended meetings with the relevant employee or assistant minister at the request of the senior minister, or in the role of support person or representative for the senior minister? If so, in how many cases?
 - (iv) Have the Archbishop's office or SDS employees attended meetings with the employee or assistant minister at the request of the employee or assistant minister, or in the role of support person or representative for the employee or assistant minister? If so, in how many cases?
- (d) Since the employment by SDS of HR expertise:
 - (i) Have any employees or assistant ministers contacted SDS to ask for assistance? If so, how many have done so?
 - (ii) Has assistance been offered to any employee or assistant minister who has asked for it? If so, to how many?
 - (iii) Have there been any times that employees or assistant ministers have contacted the SDS and asked for help, and help was not provided? If so, for how many people is this the case?
 - (iv) If assistance by an employee or assistant minister was requested but was not offered or denied, why was it not offered or denied?
- (e) Noting Synod resolution 45/18 of the 2018 Synod, which "requests the Standing Committee to consider providing appropriate human resources expertise to support bishops, rectors, wardens and church staff", what human resource expertise has been provided to parish employees or assistant ministers?

The answer to this question is still being prepared and will be provided on a subsequent day.

7.7 Donating funds from the MDBA

The Rev David Clarke asked the following question –

With respect to the Circular of 2nd May 2024 sent by SDS on behalf of Standing Committee to Rectors, Wardens and Treasurers, 'Minister's Discretionary Benefits Accounts: Donating Funds from the MDBA':

- (a) Are there recent changes to taxation legislation that clergy and parishes should be aware of, since the distribution of the Guidelines for the Remuneration of Parish Ministry Staff for 2024, that prompted these mid year changes to clergy remuneration packages?

- (b) From whom was professional tax advice sought on this matter?
- (c) Did Standing Committee see a copy of any professional advice given upon which it appears the Circular and advice was based?
- (d) In reaching the conclusion that ‘Ministry staff should not request that tithes, offertories or any charitable donations be paid from their MDBA’, were alternative definitions of ‘expenses’ considered by Standing Committee or any of its sub committees?
- (e) After sending out the circular, did the Standing Committee or any subcommittees receive the feedback given to SDS staff regarding:
 - (i) the potential impact on parish offertory and parish special projects by restricting how ministers may give to support their local church?
 - (ii) the potential impact on designated giving for missionaries, ministry trainees, Anglican Aid, SRE boards, child sponsorship and other donations where payments are made for a specific purpose or outcome?
- (f) As the circular states ‘additional work continues to be undertaken’, is there a time frame when clergy, wardens and treasurers will be given further clarity on these matters?

The answer to this question is still being prepared and will be provided on a subsequent day.

7.8 Aboriginal and Torres-Strait Islander-related results from the NCLS Survey

The Rev Andrew Barry asked the following question –

From the most recent NCLS Survey:

- (a) How many in total in the diocese identified in the NCLS category “Aboriginal and Torres Strait Islander origin”?
- (b) How many of those were in ministries led by Indigenous leadership? (raw number)
- (c) How many of those were in ministries led by non-Indigenous leadership? (raw number)
- (d) Which five churches had the largest numbers (not percentages) of those who identified in the NCLS category of being of “Aboriginal and Torres Strait Islander origin”?

To which the President replied –

I am informed that the answer is as follows –

- (a) In the 2021 NCLS, there were 238 survey participants who identified as Aboriginal and Torres Strait Islander. It should be noted that the number of survey participants cannot be used as an estimate of the total number of Aboriginal and Torres Strait Islander attenders in the Diocese.
- (b) There are three Aboriginal churches in the Diocese which have unique NCLS code numbers that would enable their participation in the survey as separate entities: Shoalhaven Aboriginal Church, Nowra; Living Waters Community Fellowship, Redfern; and Macarthur Indigenous Church, Campbelltown. However, none of these churches participated in the 2021 NCLS and so none of the 238 Aboriginal and Torres Strait Islander survey participants can be linked to these three churches.
There may be other Aboriginal and Torres Strait Islander ministries or groups meeting within parishes. However, where these exist, none have been identified as separate entities by the Diocese in the NCLS.
- (c) In light of the answer to part (b), it is very likely that virtually all 238 Aboriginal and Torres Strait Islander attenders would be found in parish congregations led by non-Indigenous leadership. The 2021 NCLS Leader Survey found that, of 615 Sydney Anglican ministry staff who participated in the survey, only 1 identified as Aboriginal or Torres Strait Islander.
- (d) The table below shows the five churches with the largest numbers of Aboriginal and Torres Strait Islander survey participants in the 2021 NCLS. Aboriginal and Torres Strait Islander survey participants were widely distributed across the parishes. Of the churches that took part in the survey, 131 had at least one Aboriginal or Torres Strait Islander survey participant.

Church Name	No. of Aboriginal and Torres Strait Islander NCLS 2021 participants
Rooty Hill Anglican	9

Church Name	No. of Aboriginal and Torres Strait Islander NCLS 2021 participants
Menai Anglican	8
Glebe Anglican	5
Maroubra Anglican	5
Pitt Town Anglican	5

7.9 Anglican Reserve Chaplains in the Australian Defence Force

The Rev Trevor Young asked the following question –

- (a) How many of the clergy in the Diocese of Sydney are Anglican Reserve Chaplains in the Australian Defence Force?
- (b) Of the number in part (a), how many, if any:
 - (i) are in the Army Reserve?
 - (ii) are in the Navy Reserve?
 - (iii) are in the Airforce Reserve?
- (c) Of the number in part (a), how many, if any:
 - (i) are women?
 - (ii) are men?
- (d) Of the number in part (a), how many, if any:
 - (i) are rectors of parishes, or curates-in-charge?
 - (ii) are deacons?

The answer to this question is still being prepared and will be provided on a subsequent day.

7.10 Attendance patterns analysis – relation between attendance and educational level

Mrs Lyn Miles asked the following question –

With regard to the analysis of attendance patterns across the diocese, is it possible to determine if there is any correlation at a regional level between decline in attendance and educational levels attained?

If so, what observations have been made?

The answer to this question is still being prepared and will be provided on a subsequent day.

7.11 Preschools/Long Day Care centres

Mr Chris Hamam asked the following question –

- (a) Of all the Preschools/Long Day Care centres within our diocese:
 - (i) How many have a Christ Centred Constitution?
 - (ii) How many have a Christian Director?
 - (iii) How many have a Christ Centred Curriculum?
 - (iv) Total number existing or planned currently?
- (b) If answers to any of the above are not readily available, then how may this data be ascertained?

The answer to this question is still being prepared and will be provided on a subsequent day.

7.12 SAP Consolidation Success Metrics

The Rev Mark Collins asked the following question –

Relating to the SAP Consolidation Success Metrics Attachment 3 (Bk 1 p. 161-162) –

- (a) Was consideration given to a measure which included the completion of major SAP building projects (i.e. those major building projects in ACPT, URPP and ACGC pipeline prior to the passing of motion 5) over 2024, 2025 and 2026?
- (b) What project dollar value does SAP consider as a major building project?
- (c) And if consideration was not given to a measure which included the completion of major SAP building projects, why not?

The answer to this question is still being prepared and will be provided on a subsequent day.

7.13 Leadership development data

The Rev David Lanham asked the following question –

Regarding leadership development programs such as ‘CMD’, ‘City to City’ or ‘Reach Australia’ –

- (a) Can the Synod be informed what data is being recorded to understand the impact on ministry development, church health or mission effectiveness within churches?
- (b) What data or evidence is available to identify innovation in Gospel effectiveness?
- (c) What data or evidence is available for improving outcomes of maturing disciples within these parishes?
- (d) What data or evidence is available for a growth in newcomer rates?

The answer to this question is still being prepared and will be provided on a subsequent day.

7.14 Leadership development in parishes

The Rev David Lanham asked the following question –

Regarding leadership development within diocesan parishes:

- (a) What percentage of parishes have had rectors complete a two year leadership development course?
- (b) What percentage of parishes have had rectors complete a one year leadership development course?
- (c) Are there any known reasons for reservations from Rectors or Assistant Ministers undertaking leadership development programs as offered by ‘CMD’, ‘City to City’ or ‘Reach Australia’?
- (d) Is there a procedure to assist parishes wishing to undertake Ministry Development yet are unable to for economic or resourcing issues?

The answer to this question is still being prepared and will be provided on a subsequent day.

7.15 Centre for Ministry Development’s Developing Rectors Program

The Rev David Lanham asked the following question –

- (a) How many parishes have participated in the Developing Rectors Program (DRP) led by the Centre for Ministry Development (CMD)?
- (b) How many rectors have undertaken the CMD DRP?
- (c) What data has been collected regarding the outcomes of the course?
- (d) What levels of numeric growth have been recorded in parishes who have undertaken the DRP?
- (e) What levels of Newcomers have been recorded in parishes who have undertaken the DRP?
- (f) What is the rate of course completion for rectors commencing the DRP?
- (g) What reasons are given from rectors who do not complete the 2 year DRP?

The answer to this question is still being prepared and will be provided on a subsequent day.

8. Calling of motions on the business paper

The President called the motions in the order in which they appeared on the business paper, except those motions about a proposed ordinance or policy, to be considered at a time fixed by the Synod, or appearing in their substantive form for the first time on the business paper for that day.

8.1 Notice of motion regarding funding for research

Canon Phillip Colgan moved –

'Synod –

(a) accepts the following notice of motion –

“Synod, noting the discussions at this session of Synod regarding increasing Diocesan attention on the collection of, and research into, church attendance data and related statistical analysis, requests the Standing Committee to work with Anglicare to determine appropriate ways to support and fund such work over the 2025-27 funding triennium.”

(b) agrees to consider the motion at paragraph (a) immediately following the conclusion of consideration of B7 Parochial Cost Recoveries Ordinance 2024, prior to consideration of M48 Variable Parochial Cost Recoveries percentage, and

(c) suspends so many Standing Orders as would prevent these arrangements.'

Seconded and carried

8.2 Notice of motions of thanks

Mrs Briony Bounds moved –

'Synod accepts the following notice of motions, with the names of movers and seconders to be provided on the business paper for tomorrow –

“Leadership of Bible studies

Synod records its appreciation for the preaching of the Rev Graeme Howells at the Synod Service and the encouraging Bible Studies of the Rev Kevin Kim during this session.

Synod in the Greenfields

Synod gives thanks for the partnership in ministry expressed by Rouse Hill Anglican College, the Western Regional Council, the parishes of Annandale, Stanhope, Rouse Hill, Quakers Hill, Cambridge Park, Richmond, Marsden Park and Rooty Hill, and all the volunteers who served so eagerly to make the Synod in the Greenfields such a wonderful and helpful occasion.

Committees and Officers of the Synod

Synod records its appreciation for –

- (a) the President and his chairmanship,
- (b) the Chair and Deputy Chairs of Committee and their work in the consideration of the text of ordinances,
- (c) the members who helped during the session by giving advice and serving the Synod, especially the Chancellor and Deputy Chancellors, Registrar, Archdeacon to the Archbishop, Chair of Committee, the Synod Secretary, as well as the Order of Business and Minute Reading Committees, and
- (d) the services given by the staff of SDS and the Archbishop's Office, Anglican Media, the music team, Bible readers, Wesley staff, and all those who have helped facilitate this session of Synod.

Minutes of 24 September 2024

Synod authorises the President to sign the minutes of 24 September 2024 upon the production to the Standing Committee of the certificate of any 2 members of the Minute Reading Committee.”

and agrees to consider these ‘closure motions’ at a time to be determined by the President on Tuesday 24 September 2024 and suspends so many of the Standing Orders as would prevent these arrangements.’

Seconded and carried

8.3 Significant challenges to Religious Freedom (NSW)

Bishop Michael Stead moved –

‘Synod –

- (a) notes the increasing number of laws in NSW that inhibit religious freedom, including –
 - (i) the Abortion Law Reform Act 2019, which forces doctors with a conscientious objection to abortion to provide information to direct their patients to another doctor to perform those practices,
 - (ii) the Voluntary Assisted Dying Act 2022, which requires faith-based providers to allow euthanasia on their premises, and
 - (iii) the Equality Legislation Amendment (LGBTIQA+) Bill 2023, which if passed will significantly erode the rights of religious institutions to act and employ consist with their religious ethos,
- (b) notes that it continues to be lawful in NSW to discriminate against people on the basis of their religious belief, and that the NSW Government has deferred addressing this until it received a report from the New South Wales Law Reform Commission,
- (c) commends the recommendations of the bipartisan NSW Parliament Joint Select Committee in support of the Anti-Discrimination Amendment (Religious Freedoms and Equality) Bill 2020 which proposed protections against religious discrimination within NSW, and
- (d) asks all churches to consider informing their members of these issues, encouraging them to write to their local State Member of Parliament commending the recommendations of the bipartisan NSW Parliament Joint Select Committee on the Anti-Discrimination Amendment (Religious Freedoms and Equality) Bill 2020.’

Seconded and carried

8.4 Ministry Planning and use of Church Life Surveys

Mr Peter Mayrick moved –

‘Synod encourages –

- (a) churches to engage in ministry planning on a regular basis, noting that a planning horizon of 2-3 years is a commendable common practice, and
- (b) churches to utilise an additional National Church Life Survey (**NCLS**) at the beginning of such planning cycles to gather information to be used as part of this process, even though this may be out of sync with the 5 yearly census and historical NCLS rhythm.’

Seconded and carried

8.5 Confidential Lifestyle Questionnaire

Mrs Nicky Fortescue moved –

‘Synod requests a review of the Confidential Lifestyle Questionnaire (**CLQ**) by the ODSM to –

- (a) consider the purpose and necessity of every question for individuals who have experienced significant trauma in their past,

- (b) consider extending the offer of professional support to people who fear the experience of completing the CLQ in case it is experienced as a re-traumatising event, and
- (c) consider including a space to testify to the work of Christ in their life.'

Seconded and carried

8.6 Merger of Church@thepeak and Christ Church Mortdale

The Rev Stuart Maze moved –

'Synod –

- (a) gives thanks to God for the 16 years of ministry and mission of Church@thepeak that was originally planted out of Beverly Hills with Kingsgrove Anglican in 2008 at Peakhurst South Public School as an initiative of the then rector, Bishop Peter Hayward, and then went on to become an independent parish in 2018, and under God grew to be a church of 200 across two services,
- (b) thanks God for the many years of sustained ministry and mission by Christ Church Mortdale and its predecessor churches, noting that under God, in 2023 these churches entered into a ministry partnership which resulted in the congregations of the two churches formally coming together in January this year under the new name Crosslight Anglican Church,
- (c) looks forward to seeing God at work in and through Crosslight for his glory in the years to come.'

Seconded and carried

Bishop Peter Lin led the Synod in prayer for Crosslight Anglican Church.

8.7 Teaching Christian sexual ethics

The Rev Andrew Schmidt moved –

'Synod exhorts churches and schools to continue to teach all of their members and students, in an age-appropriate way, God's life-giving design for marriage, relationships and sex. As those committed to the authority, goodness and power of Scripture, we aim that all at least come to understand (even though not all will accept) the Christian sexual ethic, resolving to teach in a positive, factual, winsome and hopeful way.'

Seconded and carried

8.8 90 years of ministry of Church Army and its closure this year

Mr Robert Gifford moved –

'Synod –

- (a) gives thanks to God for the work of Church Army Australia across the past 90 years, working specifically to raise up Evangelists for the Anglican Church of Australia,
- (b) rejoices that Church Army-trained Evangelists have been used by God across the decades to bring many people to faith in Christ, including in our Diocese, and that many of our diocesan Clergy have benefited from Church Army's training,
- (c) notes that Church Army Australia formally ceased its evangelistic and training ministries in May 2024,
- (d) prays that the Lord of the Harvest would continue to raise up workers for His harvest fields, and that new organisations and initiatives in Sydney would continue the essential work of training Evangelists for the church,
- (e) notes that the work and ministry of Church Army Australia has been chronicled and digitally archived; and is available at churcharmy.com.au.'

Seconded and carried

Mr Gifford led the Synod in prayer for the training of evangelists for the church.

9. Public gallery

Members of the Sydney Anglican Indigenous Peoples' Ministry Committee and other members of Indigenous Anglican churches in attendance in the public gallery were welcomed with acclamation by members of the Synod.

10. The Rev Wilfred See-Hing Chee

In accordance with Standing Order 3.6(1), the President invited Bishop Peter Lin to address the Synod.

Bishop Lin led the Synod in prayer, giving thanks for the life and ministry of the Rev Wilfred See-Hing Chee.

11. Personal explanation

With the permission of the President under Standing Order 6.4, the Rev Geoff Bates gave a personal explanation.

Archdeacon Simon Flinders led the Synod in prayer for Mr Bates.

12. Motions

12.1 Leadership of Indigenous Ministry in the Diocese

The Synod viewed a video presentation regarding Indigenous ministry in the Diocese of Sydney.

The Rev Nigel Fortescue moved –

'Synod, noting the report "Leadership of Indigenous Ministry in the Diocese" –

- (a) agrees to the creation of a position known as the Director of Indigenous Ministry, to be appointed by the Sydney Anglican Indigenous Peoples' Ministry Committee with the concurrence of the Archbishop,
- (b) agrees that the role of the Director of Indigenous Ministry should be funded through an increase from 1% to 1.5% in the amount of the total available income for Synod that is applied to the Indigenous Peoples' Ministry Trust Fund,
- (c) agrees that the Director of Indigenous Ministry should be an ex officio member of the Synod as an additional Nominated Indigenous Representative, and an ex officio member of the Standing Committee, and
- (d) requests the Standing Committee amend the *Sydney Anglican Indigenous Peoples' Ministry Ordinance 2002* as required to give effect to the creation of the Director of Indigenous Ministry.

Seconded and carried with acclamation

12.2 Leadership of Indigenous Ministry in the Diocese Amendment Ordinance 2024

The Rev Nigel Fortescue moved –

'That Synod agree to consider passing the Leadership of Indigenous Ministry in the Diocese Amendment Ordinance 2024 formally.'

Seconded and carried

Mr Fortescue spoke in support of the proposed ordinance.

The President asked –

'Does any member have a question about the proposed ordinance?'

There were no questions.

Mr Fortescue moved –

‘That the proposed ordinance pass formally as an ordinance of the Synod.’

Seconded and carried

The Rev Michael Duckett led the Synod in prayer for Indigenous ministry in the Diocese.

12.3 Nepali Church Plant in South Western Area

Canon Brian Tung moved –

‘Synod, noting –

- (i) the increasing number of Nepalis moving into Australia, particularly in the Liverpool and South Western area,
 - (ii) that the Nepali community remains largely unreached by the Gospel, with the vast majority identifying as Hindu (84%) or Buddhist (8.5%), and
 - (iii) that as the Nepali population continues to grow, so does the opportunity to reach them with the hope of Christ,
- (a) gives thanks to God for the Evangelism and New Churches (**ENC**) church plant in partnership with St George's Hurstville, St Luke's Liverpool, the St George and St George West Mission Areas and the South Western Regional Council, under the leadership of Bijaya and Kate Shrestha, who have faithfully responded to the growing spiritual need among the Nepali community in Sydney,
 - (b) commends the vision of this church plant to establish a vibrant Nepali-speaking congregation where none currently exist, which seeks to mobilise existing Nepali believers and foster partnerships with other local churches to make Christ known in their community, the goal of which is to plant a sustainable church within two years and lay the foundation for further church plants in other areas,
 - (c) encourages the churches in the Diocese to commit this work to prayer and support, asking God to bring about lasting Gospel transformation within the Nepali community, and
 - (d) invites churches to partner in prayer and financially with this strategic church planting effort, recognising the immense opportunity to reach an unreached people group here in Australia.’

Seconded and carried

The Rev Tim Booker led the Synod in prayer for ministry among the Nepali community in Sydney.

Mr Bijaya and Mrs Kate Shrestha, in attendance in the public gallery, were welcomed with acclamation by members of the Synod.

12.4 Diocesan Governance Policy

Mr Greg Hammond OAM moved –

‘That the Diocesan Governance Policy pass as a policy of the Synod.’

Seconded and carried

12.5 Diocesan Governance Policy – implementation

Mr Greg Hammond OAM moved –

‘Synod, noting the *Accounts Audits and Annual Reports Ordinance 1995* includes an obligation for diocesan organisations to report to the Synod every three years on their conformity to the Diocesan Governance Policy and explain any areas of non-conformance –

- (a) repeals the Governance Policy for Diocesan Organisations made by the Synod on 20 October 2014, as amended from time to time,

- (b) requests the Standing Committee to amend the *Interpretation Ordinance 1985* to provide that –
 - (i) any reference in an ordinance to the “Governance Policy for Diocesan Organisations made by the Synod on 20 October 2014, as amended from time to time”, be taken to be a reference to the Diocesan Governance Policy, as adopted by the Synod at this session,
 - (ii) any reference in an ordinance to the “Statement of Personal Faith set out in the Synod Governance Policy” or a similar expression, be taken to be a reference to Appendix 3 of the Diocesan Governance Policy as adopted by the Synod at this session, and
 - (iii) prior to July 2026 a person may sign a statement in the form of Appendix 3 to the Diocesan Governance Policy rather than a “Statement of Personal Faith” annexed to an ordinance constituting an organisation to which the person is to be elected or appointed as a member of the governing body,
- (c) requests the Standing Committee make arrangements for an outline of, and references to, the doctrine of the Anglican Church of Australia in the Diocese of Sydney to be made available on the Sydney Anglicans website,
- (d) requests each Diocesan organisation to promote amendments to its constituting ordinance by July 2026 to achieve conformity with the Diocesan Governance Policy noting that where appropriate, provisions of the Diocesan Governance Policy may be included in a charter (or similar document),
- (e) requests the Standing Committee to –
 - (i) review the *Accounts, Audits, and Annual Reports Ordinance 1995*, the *Synod Elections Ordinance 2000*, and other relevant ordinances with a view to amending them to ensure conformity with the Diocesan Governance Policy, noting that it may not be appropriate for a particular ordinance to conform to the Diocesan Governance Policy in all respects,
 - (ii) consult with each Diocesan organisation before any amendments are made to the ordinance by which the Diocesan organisation is constituted, and
 - (iii) report progress to the next session of the Synod,
- (f) authorises the Standing Committee to make amendments to the Diocesan Governance Policy, including the form but not the substance or content of Appendix 3, unless before such amendment is made, any 3 members of the Standing Committee request in writing that the amendment be referred to the Synod, and provided any amendment made by the Standing Committee is reported to the next ordinary session of the Synod.’

Seconded and carried

12.6 Parish Governance Policy

Mr Greg Hammond OAM moved –

‘That the Parish Governance Policy be approved in principle.’

Seconded

Mr Hammond spoke in support of the proposed policy.

The President asked –

‘Does any member have a question about the proposed policy?’

There was a time for questions.

The motion that the policy be approved in principle was put and was carried.

The President asked –

‘Does any member wish to move an amendment to the text of the proposed policy?’

There was no member who wished to move an amendment to the text of the proposed ordinance.

Mr Hammond moved –

‘That the Parish Governance Policy pass as a policy of the Synod.’

Seconded and carried

12.7 Parish Governance Policy – implementation

Mr Greg Hammond OAM moved –

‘Synod –

- (a) requests the Standing Committee to review the *Parish Administration Ordinance 2008*, other ordinances relating to the financial and property affairs of parishes, and other ordinances (as applicable) with a view to amending them to achieve conformity with the Parish Governance Policy by or at the next session of the Synod,
- (b) authorises the Standing Committee to make amendments to the Parish Governance Policy, unless before such amendment is made, any 3 members of the Standing Committee request in writing that the amendment be referred to the Synod, and provided any amendment made by the Standing Committee is reported to the next ordinary session of the Synod,
- (c) acknowledges and gives thanks for the persons responsible for the financial and property affairs of parishes who give generously of their time, energy and skills to exercise the responsibilities with which they have been entrusted.’

Seconded and carried

Dean Sandy Grant led the Synod in prayer for persons responsible for the financial and property affairs of parishes.

12.8 Attendance Patterns and Mission in the Diocese

Debate resumed on the following motion, moved by the Rev Dominic Steele, as amended on Wednesday 18 September –

‘Synod, noting the report “64/23 Attendance Patterns and Mission in the Diocese” –

- (a) gives thanks to God for the recent “partial post-Covid recovery” and calls for confession and humble repentance, where we have fallen short in not giving sufficient priority, attention, reflection and resources to seeing the lost throughout the Diocese of Sydney saved by Jesus,
- (b) asks the Standing Committee to consider the recommendations of the report (paragraphs 111-129), to take appropriate steps to enact those recommendations it chooses to prioritise, and to bring a report to the next session of the Synod with an update on progress, and
- (c) asks the Standing Committee to review how we collect our attendance and mission data (based on appropriate age cohorts) and to schedule a detailed attendance report (by region and mission area) for the first session of each subsequent synod (including where possible alignment with NCLS church health and leadership statistics).’

Having been granted leave, the Rev Toby Neal moved as an amendment to Mr Steele’s motion –

‘Insert the following as an additional subparagraph, suitably ordered –

- “(#) recommits to support our Archbishop’s purpose and priorities for the Diocesan fellowship to multiply Christians, churches and leaders, and invites our Archbishop, Bishops, Regional Councils, Mission Area Leaders, Senior Ministers, training colleges and other diocesan organisations (Anglicare, schools etc), to give a special five year focus to turn around our attendance decline, making evangelism, church health and leadership development our chief priorities”.’

Seconded

The Rev Andrew Schmidt moved as an amendment to Mr Neal's amendment –

'Following the word "making", insert the matter "prayer,".'

Seconded

Mr Peter Mayrick moved as an amendment to Mr Neal's amendment –

'Following the matter "Senior Ministers," insert the matter "other ministers, and lay leaders,".'

Seconded

Having been granted leave, the Rev David Shead moved as an amendment to Mr Neal's amendment –

'Omit the words "turn around" and insert instead the words "respond to".'

Seconded

Dean Sandy Grant moved as an amendment to Mr Shead's amendment –

'Immediately prior to the words "respond to", insert the words "seeking to".'

Seconded

The Rev Michael Doyle moved as an amendment to Mr Neal's amendment –

'Omit the words "turn around our attendance decline" and insert instead the words "seeking to see sinners saved".'

Seconded

Having been granted leave, Dean Grant withdrew his amendment to Mr Shead's amendment.

Mr Schmidt's amendment to Mr Neal's amendment was put and was carried.

Mr Mayrick's amendment to Mr Neal's amendment was put and was carried.

Mr Doyle's amendment to Mr Neal's amendment was put and was not carried.

Mr Shead's amendment to Mr Neal's amendment was put and was carried.

Mr Neal's amendment, as amended, was put and was carried in the following form –

'Insert the following as an additional subparagraph, suitably ordered –

"(#) recommits to support our Archbishop's purpose and priorities for the Diocesan fellowship to multiply Christians, churches and leaders, and invites our Archbishop, Bishops, Regional Councils, Mission Area Leaders, Senior Ministers, other ministers, and lay leaders, training colleges and other diocesan organisations (Anglicare, schools etc), to give a special five year focus to respond to our attendance decline, making prayer, evangelism, church health and leadership development our chief priorities".'

Mrs Tara Sing moved as an amendment to Mr Steele's motion –

'Omit all the matter in paragraph (b) following the words "asks the", and insert instead the matter, "parishes and mission areas of the Diocese to prayerfully consider the recommendations of the report, and take appropriate steps to prioritise and implement the recommendations in their parish contexts,".'

Seconded

Consideration of this matter was adjourned in accordance with the procedural motion passed on Monday 16 September.

12.9 **Sussex Inlet: Classification as a Parish**

The Rev Martyn Davis moved –

‘Synod assents to the classification of Sussex Inlet as a parish with effect from 1 January 2025.’

Seconded and carried by acclamation

Parishioners from Sussex Inlet, in attendance in the public gallery, were welcomed with acclamation by members of the Synod.

Bishop Peter Hayward led the Synod in prayer for the parish of Sussex Inlet.

Adjournment

At 5:55 pm, Archdeacon Simon Flinders moved –

‘That the Synod adjourn and resume at 7.00 pm tonight.’

Seconded and carried

Resumption

The Synod resumed at 7.00 pm.

13. Mission Hour

Bishop Malcolm Richards led Mission Hour.

The presentation included the following –

- An interview with the Rev Jodie McNeill, reporting to Synod as the chair of the organising committee of the Gafcon Australasia Conference held in Brisbane in July and introducing Mr McNeill as the recently appointed Global Operations Manager of Gafcon Global.
- Focus on the Anglican Diocese of Mauritius including a video interview with the Ven Eric Ma Fat speaking about the Preliminary Theological Certificate (**PTC**) program in the Diocese of Mauritius.
- Focus on the Anglican Church of Tanzania, with Canon Tim Swan (CEO Anglican Aid), Judith Calf (Anglican Aid) and video interviews with Bishop Mwita Akiri (Bishop of Tarime, Tanzania), the Rev Mike Taylor (CMS Missionary Tanzania), Brenton and Mel Kilby (CMS Missionaries Tanzania).

Following the presentations, Bishop Richards led the Synod in prayer for the continuing mission of the gospel.

14. Motions

14.1 **Appointment of the Rev Jodie McNeill as Gafcon Global Operations Manager**

Dr Laurie Scandrett moved –

‘Synod congratulates the Rev Jodie McNeill, currently the Rector of Jamberoo, on his appointment as the new Gafcon Global Operations Manager, commencing part-time from 1 September and then full-time on 1 January 2025.’

Jodie has extensive executive-level ministry experience, as well as gifts in preaching and pastoral ministry, and is a passionate supporter of Gafcon. He served on the organizing committee for the GAFCON III Conference in Jerusalem in 2018 and the GAFCON IV conference held in Kigali in 2023. He has also chaired the organising committees for the Gafcon Australasia conferences held in Canberra in 2022 and Brisbane in 2024. Jodie will bring significant administrative and strategic planning skills to the role, while his generosity of spirit will serve the Gafcon Secretariat well. Through all this Jodie has been, and will continue to be, supported by his wife Mandy, who has enthusiastically served alongside him in Gafcon ministries and who continues to share with him a deep passion for this movement that they love.

Synod prays for God's blessings on Jodie and Mandy as Jodie takes up this new international role.'

Seconded and carried

14.2 **The Rev Jodie McNeill and the parish of Jamberoo**

The Rev Andrew Lim moved –

'Synod recognises with profound gratitude the evident blessings God has bestowed upon the parish of Jamberoo under the Rev Jodie McNeill's guidance. The flourishing of this community stands as a testament to his pastoral care and joyful leadership. Jodie's impact on the spiritual life of this church has been significant, and his ministry there will be remembered fondly.

As Jodie and his wife Mandy prepare to bid farewell to their beloved church family, we lift them up in prayer. We ask for God's grace to smooth their transition in both work and family life as they embark on this new chapter together.

May God's wisdom guide Jodie in his new role, and may His presence comfort the Jamberoo parish as they navigate this change. May God uphold unity within the congregation, binding them together in love, purpose, and vision. And may He grant wisdom and discernment to the nominators and all those involved as they seek a new under-shepherd, someone with a pastor's heart, sound doctrine, and a passion for Your Word and Your people.'

Seconded and carried

Bishop Malcolm Richards led the Synod in prayer for the Rev Jodie and Mrs Mandy McNeill.

Mr Lim led the Synod in prayer for the parish of Jamberoo.

14.3 **Synod Appropriations and Allocations Ordinance 2024**

Canon Phillip Colgan moved –

'That the Synod Appropriations and Allocations Ordinance 2024 be approved in principle.'

Seconded

Canon Colgan spoke in support of the proposed ordinance.

The President asked –

'Does any member have a question about the proposed ordinance?'

There was a time for questions.

The motion that the ordinance be approved in principle was put and was carried.

The President asked –

'Does any member wish to move an amendment to the text of the proposed ordinance?'

There was no member who wished to move an amendment to the text of the proposed ordinance.

Canon Colgan moved –

‘That the Synod Appropriations and Allocations Ordinance 2024 pass as an ordinance of the Synod.’

Seconded and carried

14.4 **Parochial Cost Recoveries Ordinance 2024**

Canon Phillip Colgan moved –

‘That the Parochial Cost Recoveries Ordinance 2024 be approved in principle.’

Seconded

Canon Colgan spoke in support of the proposed ordinance.

The President asked –

‘Does any member have a question about the proposed ordinance?’

There was a time for questions.

The motion that the ordinance be approved in principle was put and was carried.

The President asked –

‘Does any member wish to move an amendment to the text of the proposed ordinance?’

There was no member who wished to move an amendment to the text of the proposed ordinance.

Canon Colgan moved –

‘That the Parochial Cost Recoveries Ordinance 2024 pass as an ordinance of the Synod.’

Seconded and carried

14.5 **Funding for research**

Canon Phillip Colgan moved –

‘Synod, noting the discussions at this session of Synod regarding increasing Diocesan attention on the collection of, and research into, church attendance data and related statistical analysis, requests the Standing Committee to work with Anglicare to determine appropriate ways to support and fund such work over the 2025-27 funding triennium.’

Seconded and carried

14.6 **Variable Parochial Cost Recoveries percentage**

Having been granted leave, Dr Laurie Scandrett moved –

‘Synod, noting that the variable Parochial Cost Recoveries (**PCR**) percentage payable by parishes with property has increased from 5.2% to 8.3% over the last 10 years, requests the Standing Committee to bring to the 2025 Synod –

- (a) a report on the feasibility of putting a maximum cap on the variable PCR percentage payable by parishes with property, after seeking feedback from parishes about the effect on them of the seemingly ever-increasing variable PCR percentage,

- (b) a recommendation of what the long-term maximum cap on the variable PCR percentage payable by parishes with property might be, and
- (c) any other relevant recommendations.'

Seconded and carried

14.7 Attendance Patterns and Mission in the Diocese

Debate resumed on the following amendment moved by Mrs Tara Sing to the motion moved by the Rev Dominic Steele regarding Attendance Patterns and Mission in the Diocese –

'Omit all the matter in paragraph (b) following the words "asks the", and insert instead the matter, "parishes and mission areas of the Diocese to prayerfully consider the recommendations of the report, and take appropriate steps to prioritise and implement the recommendations in their parish contexts,".'

The Rev Dr Stephen Shead moved as an amendment to Mrs Sing's amendment –

'Omit all the matter following the words "prayerfully consider", and insert instead the matter, "the data and recommendations of the report, to decide on appropriate steps to take in light of the report.".'

Seconded

The Rev Dr Raj Gupta moved as an amendment to Mrs Sing's amendment –

'Amend the amendment as follows –

- (a) omit the matter, "Omit all the matter in paragraph (b) following the words "", and insert instead the matter, "Insert the following as an additional subparagraph, suitably ordered – (#)", and
- (b) omit the matter, "", and insert instead the matter, "".'

Seconded

After a time for debate the President asked –

'Does the Synod consider that the matter has been sufficiently debated and should now be voted on?'

The majority of members present answered in the affirmative.

Dr Shead's amendment to Mrs Sing's amendment was put and was carried.

Dr Gupta's amendment to Mrs Sing's amendment was put and was carried.

Mrs Sing's amendment, as amended, was put and was carried in the following form –

'Insert the following as an additional subparagraph, suitably ordered –

- "(#) asks the parishes and mission areas of the Diocese to prayerfully consider the data and recommendations of the report, to decide on appropriate steps to take in light of the report,".'

Adjournment

At 9.39 pm, Archdeacon Simon Flinders moved –

'That the Synod adjourn and resume at 3.15 pm tomorrow.'

Seconded and carried

We certify that, to the best of our recollection, these minutes are a correct record of the Synod's proceedings.

Two Members of the)
Minute Reading Committee)

Signed by the President

24 September 2024

53rd Synod of the Diocese of Sydney

Second Session

Minutes of Proceedings of the Synod for Tuesday 24 September 2024

1. Assembly

The Synod assembled in the Wesley Theatre at 3.15 pm.

2. Prayers

Archdeacon Kara Hartley led the Synod in prayer.

3. Bible study

The Rev Kevin Kim led the Bible study.

4. Minutes

The President signed the minutes for Monday 23 September 2024.

5. Answers to Questions asked on Tuesday 17 September

5.1 Breaches of Faithfulness in Service

Miss Jan Syme asked the following question –

- (a) How many clergy and lay workers have been investigated by the Professional Standards Committee over the last 6 years?
- (b) How many of these were found to have breached one of the Faithfulness in Service conditions?
 - (i) How many of these were stood down?
 - (ii) How many of the breached conditions were about bullying?
- (c) How many breached two or more of the Faithfulness in Service conditions?
 - (i) How many of these were stood down?
 - (ii) How many of these included bullying as at least one of the breaches?
- (d) The Archbishop in the latest Southern Cross has written “no place for misconduct and abuse”. Does this apply to bullying?

To which the President replied –

I am informed that the answer is as follows –

- (a) The Professional Standards Committee (now known as the Ministry Standards Committee (**MSC**)) does not conduct its own investigations into complaints against clergy and church workers. The MSC receives and reviews material furnished to it by the Director of Safe Ministry in relation to complaints received under the *Ministry Standards Ordinance 2017* (**MSO**) including any investigation reports prepared by an investigator appointed by the Director.

Although the question is framed using the language of investigation, the intention behind the question appears to be a request for the total number of complaints considered by the MSC in the last 6 years. The number and range of matters considered by the MSC is such that greater clarity is required to answer the question with accuracy. Some matters are

declined, dismissed, deferred or withdrawn with the concurrence of the MSC prior to notice to the respondent. The MSC also has other functions under the MSO.

The Office of the Director of Safe Ministry / Safe Ministry Board annual reports over the last 6 years record that since 2019, the MSC has considered 143 matters. Detailed analysis would be required to clarify the stage to which these matters reached and whether they could accurately be described as having been 'investigated' by the MSC in answer to question (a).

- (b) There is no easy mechanism in place to extract the information requested at part (b). To respond would require a detailed file review which is not possible at this time, however, the following comments are made in response to question (b):
- The MSC is not empowered to make formal findings except in the limited circumstance where it may make a finding of no misconduct (under clause 37).
 - The code of conduct *Faithfulness in Service* is one point of reference against which conduct may be measured and considered. Not every complaint will involve consideration of the conduct specifically against the standards and guidelines set out in *Faithfulness in Service*. The MSO itself also contains defined categories of misconduct against which complaints are also considered.
 - The term "bullying", as a descriptor for complaints, is often used in a broad sense. Several of the complaints received that have been categorised by the complainant as a bullying complaint, may or may not amount to bullying as defined in the Ordinance or in the Code of Conduct, but rather encompass a range of conduct around leadership or interpersonal style which may include examples of bullying behaviours or emotional abuse. Accordingly, a number of matters could be described as fitting within this broad category of "bullying" complaints.
 - Of the complaints that might be generally categorised as "bullying" complaints:
 - Some are currently in progress;
 - Three (3) involved resignations;
 - The outcome of the others is varied including:
 - training;
 - counselling;
 - professional supervision;
 - other restrictions, conditions or undertakings;
 - psychological assessment;
 - admonishment; and
 - no further action.
- (c) Refer to the response to part (b).
- (d) Yes.

5.2 Higher Education Loan Program (HELP)

The Rev Dr Stephen Anderson asked the following question –

- (a) What planning has commenced around the impact of –
- (i) the renewable HELP loan limit and
 - (ii) the 7-year HELP entitlement limit (introduced respectively in 2020 and 2022) upon those pursuing formal theological training?
- (b) Is there some suitably qualified group designing a pathway to ameliorate the foreseeable financial impediments to theological training, and especially the track towards ordination?
- (c) If so, what is the envisaged timeline until this is reflected in Synod's Allocations and Appropriations Bill?

To which the President replied –

I am informed that the answer is as follows –

The question refers to two legislated changes that have affected students' access to HELP loans and to study in a Commonwealth Supported Place (CSP). The first and key legislated change came into effect in January 2020, which was that the HELP loan limit for students accessing FEE-

HELP from that time on would be inclusive of student debt accrued under HECS-HELP. Prior to this change, a student could accrue a HECS debt from study at a public university and this would not affect the amount they were entitled to put on FEE-HELP. An impact of this change in legislation is that some students may not be able to access a FEE-HELP loan to cover the entirety of their course.

The second change referred to in the question relates to CSPs. CSPs are government subsidies which primarily exist in undergraduate courses at public universities. In 2022, the government implemented the Student Learning Entitlement, which provides students with seven years of full-time equivalent subsidised study in CSPs. While a few independent higher education institutions have CSPs, Moore College, Youthworks College, and most theological colleges do not have CSPs. This legislative change therefore does not currently have any direct bearing on study at Moore College or Youthworks College.

(a)

- (i) Regarding the impact of the change to the HELP loan limit introduced in 2020, Moore College is very aware of the potential impact on students and their finances and has been planning for this for some time. The matter has been addressed at the level of the Governing Board and is regularly reviewed by its Audit and Finance Committee.

Some responses made by Moore College include:

- The FEE-HELP bill accrued by students is a matter of discussion in student admission interviews, where they are asked specifically how they have planned to finance their way through College should their loan limit be reached;
- The Registrar's Department uses a government reporting system to monitor when students are approaching their loan limit and notifies students in advance. Students are also able to track their loan limit themselves; and
- The College continues to build bursary funds to assist those students who reach their FEE-HELP limit sometime during their time of study and assists them with fundraising through the provision of the Student Support Fund. The College has employed a part-time staff member to manage the fund and to provide personal support and training in fundraising to students that access the fund.

Youthworks' Year 13 program previously included degree-level study. This was removed from the program in part because of the legislative change to HELP limits. As a discipleship gap year, Year 13 did not want students to decrease the amount of HELP available when it could be better used for those who want to pursue vocational ministry training at Youthworks College and Moore College.

- (ii) The seven-year CSP entitlement introduced in 2022 does not significantly impact on study at Moore College, Youthworks College, or most other theological institutions.
- (b) The Audit and Finance Committee of Moore College's Governing Board has suitably qualified people who regularly review financial impediments to theological training.
- (c) This part of the question is out of order under Synod Business rule 6.3(4)(a) as it contains an assertion concerning future Synod Appropriations and Allocation Bills. Nonetheless I am informed that there is no expectation of this matter affecting the Synod's Allocations and Appropriations Bill, at least in the short to medium term.

5.3 Anglicare research funding

Mr Gavin Jones asked the following question –

Can you please give a rationale for why Anglicare Research is proposed to be defunded in the next triennium?

To which the President replied –

I am informed that the answer is as follows –

A decision not to fund an application (or to increase or decrease funding for an area) is not made in isolation. Each application is weighed according to the Statement of Funding Principles agreed by the Synod, following the process outlined at paragraph 6 on page 251 of Synod Book 1. Each

proposal is weighed against all of the other potential uses of funds. It should also be noted that an important principle for these allocations is that prior funding does not guarantee funding in this Triennium.

6. Answers to questions asked on Wednesday 18 September

6.1 License/consecration of former Church of St Mark's, Freemans Reach

Mr Samuel Doherty asked the following question –

Why was the licence of the former Church of St Mark's, Freemans Reach revoked?

To which the President replied –

I am informed that the answer is as follows –

The licence of St Mark's, Freemans Reach was revoked by request of the rector and parish council as a result of a decision to focus the ministry at St John's, Wilberforce.

6.2 License/consecration of Grace West Anglican Church

Mr Samuel Doherty asked the following question –

Why has (as at the time of publication of the 2022 – 2023 Year Book) Grace West Anglican Church – Silverdale not been licensed or consecrated as a church?

To which the President replied –

I am informed that the answer is as follows –

This building has not yet been licensed as it is a new building, and it was subsequently overlooked. This will be addressed soon.

6.3 Clergy Demographics

The Rev Michael Leite asked the following question –

In each year from 2013 to 2023 within all Diocesan Parishes:

- (a) How many full time Presbyters in total were licensed in the Diocese?
- (b) How many part time Presbyters in total were licensed in the Diocese?
- (c) How many full time Deacons in total were licensed in the Diocese?
- (d) How many part time Deacons in total were licensed in the Diocese?
- (e) How many full time licensed lay ministers in total were employed in the Diocese?
- (f) How many part time licensed lay ministers in total were employed in the Diocese?
- (g) How many ordained ministers left Parish work in the Diocese (excluding retirement)?
- (h) How many full time licensed lay ministers left Parish work in the Diocese (excluding retirement)?

To which the President replied –

I am informed that the answer is as follows –

The answers to parts (a) to (f) are set out in table form. It is not practical to read the table of numbers out loud. The table and answer will be available on the notice board in the foyer and on the SDS website.

It is not possible to answer parts (g) and (h) accurately in the time available.

	FT Presbyters	PT Presbyters	FT Deacons	PT Deacons	FT Lay	PT Lay
2013	301	35	60	26	119	84
2014	341	45	63	30	136	76
2015	343	43	61	38	149	82
2016	338	44	70	38	141	124
2017	342	42	86	41	144	164
2018	337	42	95	43	143	237
2019	333	38	98	47	159	279
2020	327	39	112	46	163	313
2021	313	42	133	40	166	320
2022	308	46	139	36	175	325
2023	311	41	151	34	182	313

Note: the references to full-time (FT) and part-time (PT) refer to the type of licence or authority issued. It is not possible to be ordained as a presbyter or as a deacon on a part-time basis. However, it is possible for a presbyter or a deacon to be licensed on a part-time basis. The table above reflects this understanding.

6.4 Retirement demographics

The Rev Michael Leite asked the following question –

In each year from 2024 to 2034 within all Diocesan Parishes:

- How many of the current ordained ministers will reach the retirement age of 67?
- How many of the current licensed lay ministers will reach the retirement age of 67?

To which the President replied –

I am informed the answer is as follows –

The answer is a table of numbers which is not practical to read out loud. The answer will be available on the notice board in the foyer and on the SDS website. The answer assumes all current ordained and lay ministers will reach the retirement age.

Year	Current licensed clergy	Current authorised lay ministers
2024	4	2
2025	5	2
2026	7	4
2027	9	5
2028	9	4
2029	10	2
2030	7	3
2031	7	5
2032	6	4
2033	11	3
2034	8	6
Total	83	40

6.5 Deeds of Release

The Rev Michael Doyle asked the following question –

Noting the Archbishop's answers to question (b)(i) on item 4.21 on the business papers on 17/9/2024, of the 8 deeds the Archbishop is aware of:

- (a) Would any, if signed, have prevented the staff member or office holder from reporting any allegations of unacceptable behaviour to the relevant bishop or to the ODSM? If so, how many?
- (b) Was the Archbishop's office (Archbishop, senior clergy, archdeacons or similar) or any SDS employee in any way involved in the formatting, signing, passing on, recommendation or communication of these deeds to the staff members or assistant ministers?
- (c) Did the Archbishop's office (Archbishop, senior clergy, archdeacons or similar) or any SDS employee in any way encourage or advise the relevant senior minister, wardens, parish council, assistant minister or employee in the use of these deeds?
- (d) What was the nature of this encouragement or advice?

To which the President replied –

I am informed that the answer is as follows –

The question is out of order under Synod Standing Order 6.3(4)(a) as it is framed by an assertion that the Archbishop is aware of 8 deeds (of release). This assertion is also false. The answer given on 17 September 2024 disclosed that the 8 deeds were known to the lawyers at SDS Legal, not the Archbishop.

- (a) This part of the question is also out of order under Synod Standing Order 6.3(4)(g) as it seeks a legal opinion. However, I am advised the answer is, no.
- (b) Yes. SDS staff were involved. The Archbishop's office was not.
- (c) Yes. SDS Legal advises parishes and the officeholders authorised to act on behalf of parishes, which is usually the Senior Minister and Wardens in relation to staffing matters. SDS Legal does not provide advice to officeholders or employees on matters that affect them personally.

The Archbishop's Office is involved from time to time in an effort to bring disputes to a conclusion acceptable to all parties.

- (d) SDS Legal cannot disclose the legal advice it provides to parishes. However, some general comments can be made about the role of deeds of release in resolving employment disputes.

A deed of release is a means of formally documenting the mutually agreed settlement of an employment dispute. Undertakings are given by the employer and employee, and each agrees that the dispute between them is at an end. This includes the employee accepting that the terms satisfy their claims and releasing the employer from the risk of further legal action.

If terms of settlement are not agreed, no deed is signed, the employee will receive their statutory and contractual entitlements, and the employee is free to pursue other avenues if they wish.

The use of deeds is not universally encouraged or advised by SDS Legal. It depends on the circumstances. This is evident in that there are no more than 8 known instances of their use in parishes over a 5-year period.

6.6 Proceedings under the *Assistant Ministers Ordinance 2017*

The Rev Michael Doyle asked the following question –

Since the passing of the *Assistant Ministers Ordinance 2017*:

- (a) How many Notices of Intention to Terminate are the Archbishop's office (Archbishop, senior clergy, archdeacons or similar) or SDS employees aware of?
 - (i) Were any given for reasons that included performance concerns? If so, how many?

- (ii) Have any been given for reasons that included the relevant assistant minister or employee making a claim that the parish is an unsafe workplace? If so, how many?
- (iii) Have any reviews been requested as allowed under section 3B of the Assistant Ministers Ordinance? If so, how many?
- (iv) What was the result of those reviews?
- (b) If any notices were given for reasons that included performance concerns:
 - (i) Were any preceded by a written performance plan? If so, how many?
 - (ii) Were any of the relevant assistant ministers or employees not previously given three written warnings that if their performance did not improve they would be terminated?
 - (iii) Did any result in the assistant minister resigning? If so, how many?
 - (iv) Did any result in the assistant minister being terminated? If so, how many?
 - (v) Did any result in performance being improved to an acceptable level? If so, how many?
- (c) Where the Archbishop's office (Archbishop, senior clergy, archdeacons or similar) or SDS employees have been involved in the process of the termination or performance management of employees or assistant ministers:
 - (i) Have the Archbishop's office or SDS employees acted on behalf of or request of the relevant senior minister in any instance? If so, in how many cases?
 - (ii) Have the Archbishop's office or SDS employees acted on behalf of or request of the relevant employee or assistant minister in any instance? If so, in how many cases?
 - (iii) Have the Archbishop's office or SDS employees attended meetings with the relevant employee or assistant minister at the request of the senior minister, or in the role of support person or representative for the senior minister? If so, in how many cases?
 - (iv) Have the Archbishop's office or SDS employees attended meetings with the employee or assistant minister at the request of the employee or assistant minister, or in the role of support person or representative for the employee or assistant minister? If so, in how many cases?
- (d) Since the employment by SDS of HR expertise:
 - (i) Have any employees or assistant ministers contacted SDS to ask for assistance? If so, how many have done so?
 - (ii) Has assistance been offered to any employee or assistant minister who has asked for it? If so, to how many?
 - (iii) Have there been any times that employees or assistant ministers have contacted the SDS and asked for help, and help was not provided? If so, for how many people is this the case?
 - (iv) If assistance by an employee or assistant minister was requested but was not offered or denied, why was it not offered or denied?
- (e) Noting Synod resolution 45/18 of the 2018 Synod, which "requests the Standing Committee to consider providing appropriate human resources expertise to support bishops, rectors, wardens and church staff", what human resource expertise has been provided to parish employees or assistant ministers?

To which the President replied –

I am informed the answer is as follows –

There is no existing dataset from which to answer the parts of the question seeking numbers. The question asks concerning the awareness of a considerable number of people in the Archbishop's Office and SDS over a 7-year period. In addition, the information is held confidentially. Total numbers would require the Archbishop Office and SDS to share with each other the identities of the employees or assistant ministers concerned. It is not possible to provide an answer. The answers given are anecdotal and without numbers.

- (a) The number is not known.
 - (i) Yes. The number is not known.
 - (ii) Yes, on one occasion. However, this answer is qualified by a wider context which is not appropriate to discuss in this forum.
 - (iii) No.
 - (iv) Not applicable.

- (b)
- (i) Yes. The number is not known.
 - (ii) Yes. The *Guidelines for termination of appointments under the Assistant Ministers Ordinance 2017* issued by the Archbishop-in-Council do not set out a process involving three warnings. There is no expectation for a specific number of warnings to be given. It will depend on the circumstances.
 - (iii) Yes. The number is not known.
 - (iv) Yes. The number is not known.
 - (v) Yes. The number is not known.
- (c) The members of the Archbishop's Office involved in the processes under the *Assistant Ministers Ordinance 2017* do not generally consider their role to involve acting on behalf of, representing or acting as a nominated support person for either Senior Ministers or Assistant Ministers. Most describe their role as to facilitate healthier conversation, to explain and provide direction on the process and provide pastoral care.

The following forms of support have been provided to Assistant Ministers by Bishops, the Archdeacons and their Assistants more specifically:

- Pastoral support and prayer,
- Discussions concerning the provision of counselling,
- Guidance on the Clergy Assistance Program, Stipend Continuance Insurance and the Sickness & Accident Fund,
- Assistance with 'next steps' if the matter proceeds to termination or resignation,
- An explanation of options for making complaints, including the *Diocesan Policy for dealing with allegations of unacceptable behaviour* and the *Ministry Standards Ordinance 2017*,
- An explanation of the operation of the *Assistant Ministers Ordinance 2017*,
- Guidance on support that may be available for a ministry spouse,
- On some occasions acting as a nominated support person by mutual agreement.

The SDS employees involved in such matters are the Parish HR Partner and the lawyers at SDS Legal. SDS employees do not act on behalf of Senior Ministers, or for any officeholders or employees on matters that affect them personally. They act for parishes. It is usually the Senior Minister and the Wardens who are authorised to provide instructions on behalf of parishes in respect to staffing matters due to their functions under the Ordinances of the Diocese.

On some occasions, the Parish HR Partner has acted as a support person for Senior Ministers where this has been considered helpful to facilitate a resolution to a contested HR matter. In these circumstances, the staff member involved would also have a support person present.

- (d)
- (i) Yes. The number is not known.
 - (ii) General assistance is usually provided by SDS employees where this is appropriate, but personal advice is not offered. Usually if SDS employees are contacted, they will suggest the person contact the Regional Bishop, his Assistant or, in appropriate cases, the Archdeacon for Women's Ministry.
 - (iii) Yes. The number is not known. Usually some form of general assistance would be provided, but not personal advice.
 - (iv) As stated in answers to other parts of the question, SDS employees assist parishes, not individual staff members in respect to matters that affect them personally.
- (e) The Parish HR Partner role commenced in January 2020 in response to the request in Synod resolution 45/18 to provide appropriate human resources expertise to support bishops, rectors, wardens and church staff. The potential scope of this task far exceeded what a single person could be expected to undertake in this role. Accordingly, in considering what constituted appropriate support in the circumstances, the SDS CEO decided that the role should initially focus on equipping parish rectors and wardens with the knowledge and resources they needed to appropriately manage clergy and other parish

staff. In this way parish staff would be assisted – albeit indirectly. This focus at no time precluded assistant ministers and other parish staff seeking and receiving general advice from the Parish HR Partner. However, it became apparent that the inability of the Parish HR Partner to provide personal HR advice to parish staff, particularly in contested HR matters, left some feeling unsupported. In order to address this issue the Parish HR Partner’s role has been repositioned to affirm that the Parish HR Partner is available to provide general advice to all parish staff and that, in the event of contested parish HR matters, the role will focus on ensuring that proper HR process and practice is followed for all parties concerned.

6.7 Donations made from the MDBA

The Rev David Clarke asked the following question –

With respect to the Circular of 2nd May 2024 sent by SDS on behalf of Standing Committee to Rectors, Wardens and Treasurers, ‘Minister’s Discretionary Benefits Accounts: Donating Funds from the MDBA’:

- (a) Are there recent changes to taxation legislation that clergy and parishes should be aware of, since the distribution of the Guidelines for the Remuneration of Parish Ministry Staff for 2024, that prompted these mid year changes to clergy remuneration packages?
- (b) From whom was professional tax advice sought on this matter?
- (c) Did Standing Committee see a copy of any professional advice given upon which it appears the Circular and advice was based?
- (d) In reaching the conclusion that ‘Ministry staff should not request that tithes, offertories or any charitable donations be paid from their MDBA’, were alternative definitions of ‘expenses’ considered by Standing Committee or any of its sub committees?
- (e) After sending out the circular, did the Standing Committee or any subcommittees receive the feedback given to SDS staff regarding:
 - (i) the potential impact on parish offertory and parish special projects by restricting how ministers may give to support their local church?
 - (ii) the potential impact on designated giving for missionaries, ministry trainees, Anglican Aid, SRE boards, child sponsorship and other donations where payments are made for a specific purpose or outcome?
- (f) As the circular states ‘additional work continues to be undertaken’, is there a time frame when clergy, wardens and treasurers will be given further clarity on these matters?

To which the President replied –

I am informed that the answer is as follows –

The question is out of order under Synod Standing Orders 6.3(4)(a) and (g) as it contains assertions and seeks a legal opinion.

Nonetheless, I will make some comments.

The Standing Committee has declared its deliberations on this matter to be confidential to its members. I can say that the matter has been carefully considered by both the Standing Committee and its subcommittee on an informed basis, including by consulting experts in the relevant areas.

The substance of the feedback given to SDS staff in response to the circular was shared with the subcommittee.

The change does not generally have the impact asserted in the question.

The circular addresses two different matters. It does not say that additional work continues to be undertaken in relation to donating funds from an MDBA. The work on that matter is complete.

6.8 Anglican Reserve Chaplains in the Australian Defence Force

The Rev Trevor Young asked the following question –

- (a) How many of the clergy in the Diocese of Sydney are Anglican Reserve Chaplains in the Australian Defence Force?
- (b) Of the number in part (a), how many, if any:
 - (i) are in the Army Reserve?
 - (ii) are in the Navy Reserve?
 - (iii) are in the Airforce Reserve?
- (c) Of the number in part (a), how many, if any:
 - (i) are women?
 - (ii) are men?
- (d) Of the number in part (a), how many, if any:
 - (i) are rectors of parishes, or curates-in-charge?
 - (ii) are deacons?

To which the President replied –

I am informed that the answer is as follows –

- (a) 7.
- (b)
 - (i) 3.
 - (ii) 3.
 - (iii) 1.
- (c)
 - (i) 1.
 - (ii) 6.
- (d)
 - (i) 2.
 - (ii) 2.

6.9 Attendance patterns analysis – relation between attendance and educational level

Mrs Lyn Miles asked the following question –

With regard to the analysis of attendance patterns across the Diocese, is it possible to determine if there is any correlation at a regional level between decline in attendance and educational levels attained?

If so, what observations have been made?

To which the President replied –

I am informed that the answer is as follows –

No. Information about educational levels is not collected at a regional level.

6.10 Preschools/Long Day Care centres

Mr Chris Hamam asked the following question –

- (a) Of all the Preschools/Long Day Care centres within our Diocese:
 - (i) How many have a Christ Centred Constitution?
 - (ii) How many have a Christian Director?
 - (iii) How many have a Christ Centred Curriculum?
 - (iv) Total number existing or planned currently?
- (b) If answers to any of the above are not readily available, then how may this data be ascertained?

To which the President replied –

I am informed that the answer is as follows –

There are no preschools or long day care centres under the control of the Synod. There are 38 preschools/centres that all operate as incorporated associations or companies limited by guarantee with a connection to the relevant parish, or as an arm's length tenant/licensee on church property.

Information relating to the constitution, whether there is a Christian director or Christ-centred curriculum is not readily available. Sydney Anglican Property is currently investigating the ministry effectiveness of preschools/centres and will upload results on its website when they become available (no later than Synod 2025).

In addition, many Diocesan and Anglican schools have a connection to the provision of early childhood education in their contexts.

6.11 SAP Consolidation Success Metrics

The Rev Mark Collins asked the following question –

Relating to the SAP Consolidation Success Metrics Attachment 3 (Bk 1 p. 161-162) –

- (a) Was consideration given to a measure which included the completion of major SAP building projects (i.e. those major building projects in ACPT, URPP and ACGC pipeline prior to the passing of motion 5) over 2024, 2025 and 2026?
- (b) What project dollar value does SAP consider as a major building project?
- (c) And if consideration was not given to a measure which included the completion of major SAP building projects, why not?

To which the President replied –

I am informed that the answer is as follows –

- (a) The Sydney Anglican Property (**SAP**) consolidation metrics were developed by the Central Diocesan Structures Review Committee and approved by the Standing Committee to judge the success of the consolidation only, not the performance of the individual parts.

The existing strategic plans and key performance outcomes for each of the entities which were developed in 2023 by each entity for 2024 were carried forward under the management of SAP. (Anglican Church Growth Corporation published its plan 2023-25 which incorporates the Urban Renewal Pilon Program (**URPP**)).

SAP are currently preparing an SAP strategic plan that will incorporate detailed Key Performance Outcomes. This strategic plan is expected to be available on the SAP website during the last quarter of 2024.

- (b) SAP considers a major project as over \$500,000 (GST inclusive).
- (c) No consideration was given to measuring SAP building projects as they were not directly impacted by the consolidation.

6.12 Leadership development data

The Rev David Lanham asked the following question –

Regarding leadership development programs such as 'CMD', 'City to City' or 'Reach Australia' –

- (a) Can the Synod be informed what data is being recorded to understand the impact on ministry development, church health or mission effectiveness within churches?
- (b) What data or evidence is available to identify innovation in Gospel effectiveness?
- (c) What data or evidence is available for improving outcomes of maturing disciples within these parishes?
- (d) What data or evidence is available for a growth in newcomer rates?

To which the President replied –

It was not possible to answer this question in the time frame available. The answer is still being prepared and will be emailed to the questioner when it is completed.

An answer to this question was not able to be provided during the session and the question therefore lapsed.

6.13 Leadership development in parishes

The Rev David Lanham asked the following question –

Regarding leadership development within diocesan parishes:

- (a) What percentage of parishes have had rectors complete a two year leadership development course?
- (b) What percentage of parishes have had rectors complete a one year leadership development course?
- (c) Are there any known reasons for reservations from Rectors or Assistant Ministers undertaking leadership development programs as offered by 'CMD', 'City to City' or 'Reach Australia'?
- (d) Is there a procedure to assist parishes wishing to undertake Ministry Development yet are unable to for economic or resourcing issues?

To which the President replied –

It was not possible to answer this question in the time frame available. The answer is still being prepared and will be emailed to the questioner when it is completed.

An answer to this question was not able to be provided during the session and the question therefore lapsed.

6.14 Centre for Ministry Development's Developing Rectors Program

The Rev David Lanham asked the following question –

- (a) How many parishes have participated in the Developing Rectors Program (DRP) led by the Centre for Ministry Development (CMD)?
- (b) How many rectors have undertaken the CMD DRP?
- (c) What data has been collected regarding the outcomes of the course?
- (d) What levels of numeric growth have been recorded in parishes who have undertaken the DRP?
- (e) What levels of Newcomers have been recorded in parishes who have undertaken the DRP?
- (f) What is the rate of course completion for rectors commencing the DRP?
- (g) What reasons are given from rectors who do not complete the 2 year DRP?

To which the President replied –

It was not possible to answer this question in the time frame available. The answer is still being prepared and will be emailed to the questioner when it is completed.

An answer to this question was not able to be provided during the session and the question therefore lapsed.

7. Calling of motions on the business paper

The President called the motions in the order in which they appeared on the business paper, other than those to be considered at a time fixed by the Synod.

7.1 Recommendations from the Order of Business Committee

Mrs Briony Bounds moved –

'Synod –

- (a) agrees to reschedule items of business as shown in marked form on the Timetable for Synod Business, and
- (b) allows the President, at his discretion, to call over the motions during the evening session in addition to the scheduled call over held during the afternoon session and suspends so many Standing Orders as may prevent these arrangements.'

Seconded and carried

7.2 Tertiary Education Ministry Oversight Committee

The Rev Richard Blight moved –

'Synod, noting the defunding of the Tertiary Education Ministry Oversight Committee (**TEMOC**) in the 2025-2027 Diocesan budget, cutting TEMOC funding from \$112k in 2024 to zero –

- (a) gives thanks for the work of TEMOC since 2010 in supporting and encouraging ministry among Tertiary students, including the distribution \$1.5 million of Synod funding used to leverage growth of a wide range of tertiary ministries and the training of Ministry Apprentices,
- (b) gives thanks for the way TEMOC has helped fund 32 theologically trained gospel workers and 185 Ministry Apprentices over this time, focusing on providing seed funding for new trained worker positions with a special emphasis on Western Sydney University, cross-cultural workers and female workers,
- (c) asks TEMOC to continue its work to encourage Tertiary Education Ministries in whatever way possible despite the current lack of funding, and
- (d) requests the Standing Committee to continue to consider how funding for TEMOC might be possible in the production of future Synod funding Ordinances.'

Seconded and carried

The Rev Richard Blight led the Synod in prayer for the work of TEMOC.

7.3 New Ministry to Sex Workers

Mrs Greta Morris moved –

'Synod –

- (a) acknowledges the new ministry to sex workers involving team members from four churches who are part of Together for Canterbury Bankstown: St Paul's Canterbury, Embassy Church, Marrickville Road Church and St Alban's Belmore,
- (b) is reminded of God's love for the poor and oppressed and gives glory to Him for opening the door for this ministry, and
- (c) prays for the team and for the women they seek to reach.'

Seconded and carried

The Rev Stephen Gardner led the Synod in prayer for the new ministry team and the women they seek to reach.

7.4 Giving thanks to God for the life and ministry of the Right Reverend Timothy Dudley-Smith OBE

Mr Sherwin Titus moved –

'Synod –

- (a) notes that the Right Reverend Timothy Dudley-Smith (1926-2024) passed into glory on 12 August 2024,
- (b) gives thanks to God for the life and ministry of the Right Reverend Timothy Dudley-Smith, who served as –
 - (i) Curate in Northumberland Heath, London Borough of Bexley, UK (1950 – 1953),

- (ii) Head of the Cambridge University Mission, Bermondsey, London, UK (1954 – 1955),
 - (iii) Editor and Education Secretary for the Evangelical Alliance, UK (1955 – 1959),
 - (iv) Assistant Secretary (1959 – 1964) and General Secretary (1965 – 1973) of the Church Pastoral Aid Society,
 - (v) Archdeacon of Norwich, Diocese of Norwich, UK (1973 – 1981),
 - (vi) Commissary in England for Archbishop of Sydney (1977 – 1996),
 - (vii) Bishop of Thetford, Diocese of Norwich, UK (1981 – 1992),
 - (viii) President of the Evangelical Alliance (1987 – 1992), and
 - (ix) Honorary Assistant Bishop, Diocese of Salisbury, UK (1992 – 2024),
- (c) gives thanks to God for the approximately 450 hymns written by the Right Reverend Timothy-Dudley-Smith over the course of sixty years , and
- (d) prays that God would raise up, illuminate and inspire a new generation of hymn writers who will equip his people to “proclaim the excellencies of him who called us out of darkness into his marvellous light” (1 Peter 2:9).’

Seconded and carried

Mr Titus led the Synod in a prayer of thanks for the life and ministry of Bishop Timothy Dudley-Smith and for the raising up of a new generation of hymn writers.

7.5 Request for amendments to Synod Standing Orders

Having been granted leave, Dr Karin Sowada withdrew a motion of which she had previously given notice.

With the permission of the President under Standing Order 6.4, Dr Sowada gave a personal explanation.

7.6 Ministry in Ashbury

The Rev Stephen Gardner moved –

‘Synod –

- (a) acknowledges the ministry of previous generations of saints who served the Lord Jesus and witnessed to the parish of Ashbury,
- (b) recognises the grief that came with closing church services in February 2022,
- (c) gives thanks for the new congregation that was planted in March this year, and rejoices with the angels at the lost who have been found, and
- (d) commits to praying for the Rev Daniel and Renee Gale as they shepherd the congregation and witness to the local community.’

Seconded and carried

The Rev Owen Robson led the Synod in prayer for ministry in Ashbury.

7.7 Amalgamation of the parish of Croydon with the parish of Concord and Burwood

The Rev Alan Lukabyo moved –

‘Synod, noting the amalgamation of the parish of Croydon with the parish of Concord and Burwood on 1 July 2024, commends the parishioners of both parishes for embracing this ministry opportunity, and prays that God will bless the new parish of Croydon, Burwood and Concord, and their plans to plant a new congregation in 2025.’

Seconded and carried

Bishop Michael Stead led the Synod in prayer for the new parish of Croydon, Burwood and Concord.

8. Motions

8.1 Attendance Patterns and Mission in the Diocese

Debate resumed on the following motion, moved by the Rev Dominic Steele, as amended on Monday 23 September –

‘Synod, noting the report “64/23 Attendance Patterns and Mission in the Diocese” –

- (a) gives thanks to God for the recent “partial post-Covid recovery” and calls for confession and humble repentance, where we have fallen short in not giving sufficient priority, attention, reflection and resources to seeing the lost throughout the Diocese of Sydney saved by Jesus,
- (b) recommits to support our Archbishop’s purpose and priorities for the Diocesan fellowship to multiply Christians, churches and leaders, and invites our Archbishop, Bishops, Regional Councils, Mission Area Leaders, Senior Ministers, other ministers and lay ministers, training colleges and other diocesan organisations, to give a special five year focus to respond to our attendance decline, making prayer, evangelism, church health and leadership development our chief priorities,
- (c) asks the parishes and mission areas of the Diocese to prayerfully consider the data and recommendations of the report, to decide on appropriate steps to take in light of the report,
- (d) asks the Standing Committee to consider the recommendations of the report (paragraphs 111-129), to take appropriate steps to enact those recommendations it chooses to prioritise, and to bring a report to the next session of the Synod with an update on progress, and
- (e) asks the Standing Committee to review how we collect our attendance and mission data (based on appropriate age cohorts) and to schedule a detailed attendance report (by region and mission area) for the first session of each subsequent synod (including where possible alignment with NCLS church health and leadership statistics).’

The Rev Dr Stephen Shead moved as an amendment to Mr Steele’s motion –

‘In paragraph (d), omit the matter, ‘, the recommendations of the report (paragraphs 111-129), to take appropriate steps to enact those recommendations it chooses to prioritise’, and insert instead the matter, ‘the data and recommendations of the report, to decide on appropriate steps to take in light of the report’.

Seconded and carried

Mr Steele’s motion was put and was carried in the following form –

‘Synod, noting the report “64/23 Attendance Patterns and Mission in the Diocese” –

- (a) gives thanks to God for the recent “partial post-Covid recovery” and calls for confession and humble repentance, where we have fallen short in not giving sufficient priority, attention, reflection and resources to seeing the lost throughout the Diocese of Sydney saved by Jesus,
- (b) recommits to support our Archbishop’s purpose and priorities for the Diocesan fellowship to multiply Christians, churches and leaders, and invites our Archbishop, Bishops, Regional Councils, Mission Area Leaders, Senior Ministers, other ministers and lay ministers, training colleges and other diocesan organisations, to give a special five year focus to respond to our attendance decline, making prayer, evangelism, church health and leadership development our chief priorities,
- (c) asks the parishes and mission areas of the Diocese to prayerfully consider the data and recommendations of the report, to decide on appropriate steps to take in light of the report,
- (d) asks the Standing Committee to consider the data and recommendations of the report, to decide on appropriate steps to take in light of the report, and to bring a report to the next session of the Synod with an update on progress, and
- (e) asks the Standing Committee to review how we collect our attendance and mission data (based on appropriate age cohorts) and to schedule a detailed attendance report (by region and mission area) for the first session of each subsequent synod (including where possible alignment with NCLS church health and leadership statistics).’

The Rev Robin Kinstead and the Rev Toby Neal led the Synod in prayers of repentance, and for priority, attention, reflection and resources to seeing the lost saved by Jesus.

8.2 Prioritisation of ministry to youth and children

Having been granted leave, the Rev Zac Veron moved –

‘Synod –

- (a) gives thanks to the Lord for the faithful ministry efforts of both laity and clergy in the Diocese of Sydney since 1788, the crucial work of Moore Theological College, Anglicare, Youthworks, Anglican schools and other ministry organisations in supporting the ministry of the Diocese’s churches, the visionary and theological leadership of Archbishops and other leaders, and the property and financial resources which facilitate the ministry of the Word,
- (b) laments the decline in attendance throughout the Diocese as a whole over the last decade,
- (c) therefore requests the Standing Committee, as it considers the “Attendance Patterns and Mission in the Diocese” report, to also consider–
 - (i) what might be the possible operational, clergy recruitment and training, property and financial consequences for the whole diocesan fellowship, if the rate of church attendance decline continues for another decade, and
 - (ii) what measures could be taken by parishes and other diocesan organisations and leaders to address the possible operational consequences identified in paragraph (c)(i), and
- (d) requests both parishes and the Standing Committee to consider how parishes might be encouraged to strategically allocate financial, property and human resources so that ministry to children and youth is prioritised, even over other important ministries, for the future health of our churches.’

Seconded

The Rev Philip Wheeler moved as an amendment to Mr Veron’s motion –

‘In paragraph (d), omit the words “so that ministry to children” and insert instead the matter “so that evangelistic ministry to adults, children”.’

Seconded

After a time for debate the President asked –

‘Does the Synod consider that the matter has been sufficiently debated and should now be voted on?’

The majority of members present answered in the affirmative.

Bishop Peter Lin moved as a procedural motion –

‘That each paragraph of Mr Veron’s motion be put separately.’

Seconded

Bishop Lin’s procedural motion was put and was not carried.

Mr Wheeler’s amendment to Mr Veron’s motion was put and was not carried.

Mr Veron’s motion was carried without amendment.

8.3 SRE and the Office of the Children’s Guardian

Ms Polly Seidler moved –

‘Synod –

- (a) thanks God for the privilege of Special Religious Education (**SRE**) in New South Wales public schools that empowers parents with the dignity of choice in the faith education of their child/ren,
- (b) notes that SRE teachers and helpers comprise Australia's largest weekly volunteer labour force and contribute to the spiritual and psychological wellbeing of students, strengthen the multicultural fabric of local school communities, and deliver other societal benefits,
- (c) notes –
 - (i) that the New South Wales Department of Education requires each parish to immediately notify the Department of Education if the parish receives advice from the NSW Office of the Children's Guardian (**OCG**) that one of our SRE teachers' or helpers' Working With Children Check (**WWCC**) clearance expires, has been closed or becomes barred from working with children,
 - (ii) that this requirement is affirmed on the SRE Authorisation Letter submitted by the church to the school with the names of the SRE teachers and helpers, and is usually signed by the SRE Coordinator,
 - (iii) there is a reasonable expectation that the OCG will communicate information about the WWCC clearance status of any SRE teacher or helper via the two Contacts supplied by the parish to the OCG (**Church's Two OCG Contacts**), which may or may not include the parish SRE Coordinator,
 - (iv) that the current practice is for the OCG to initially email the Church's Two OCG Contacts to verify the person is still engaged in child-related work, and then once the church confirms this by email, the OCG will then phone (during business hours, Monday-Friday, 9am – 5pm) to reach one of the Church's Two OCG Contacts to inform them of the change in the person's WWCC status, and
 - (v) due to the unique policy position of SRE, a school does not hold or verify the WWCC number of an SRE teacher or SRE helper, and so will not be notified if the WWCC is barred or expired; it is in the responsibility of the authorising church to notify the Department of Education,
- (d) requests Youthworks to –
 - (i) implement and publish a single contact process (email and/or phone), to which people contacted by the OCG can report, and
 - (ii) promptly notify the Department of Education of reports received through this channel, noting that the DoE will notify all affected schools,
 noting that this process would have the strongest privacy protection and meet DoE requirements,
- (e) requests Youthworks and the Office of the Director of Safe Ministry to provide clear information about this process to Rectors, Safe Ministry Representatives and SRE Coordinators, including the process of responding to all forms of OCG notifications and who is responsible to action, and
- (f) requests each Rector, as the person authorising the individual for SRE, to –
 - (i) sign the SRE Authorisation Letter where practicable,
 - (ii) ensure that the Church's Two OCG Contacts are up to date and monitored, by either –
 - (A) during any time of absence, automatically forwarding emails from compliance@ocg.nsw.gov.au to the person(s) acting as their replacement, or
 - (B) just prior to their absence, logging in to the OCG to update the parish Contact and contact details to the person(s) acting as their replacement, and changing the Contact back when they return from leave, and
 - (iii) as and when any communication from the OCG is received by the nominated contacts concerning the WWCC clearance status of any SRE teacher or helper –
 - (A) immediately notify Youthworks in accordance with its outlined process,
 - (B) immediately notify the school(s) that the person is no longer authorised as an SRE teacher or SRE helper without disclosing why,

- (C) if the SRE Coordinator signed the SRE Authorisation Letter, confirm to the SRE Coordinator as soon as practicable that such notifications have been made, and
- (D) ensure that, if during the school year, a SRE teacher or SRE helper's WWCC expires, one of the Church's Two OCG Contacts will immediately notify the school(s) that the person is no longer authorised as an SRE teacher or SRE helper.'

Seconded

Adjournment

At 5:46 pm, Archdeacon Simon Flinders moved –

'That the Synod adjourn and resume at 7.00 pm tonight.'

Seconded and carried

Resumption

The Synod resumed at 7.00 pm.

9. Motions

9.1 Use of Non-Disclosure Agreements in the Diocese

Having been granted leave, Archdeacon Simon Flinders moved –

'Synod, noting the report "Use of Non-Disclosure Agreements in the Diocese" –

- (a) endorses the principles articulated by the Report,
- (b) endorses the recommendations made at paragraphs 36, 37, and 38 of the Report, and the following additional uses of a Non-Disclosure Agreement (**NDA**) deemed not to contravene any of the Report's principles –
 - (i) where an NDA is employed to ensure confidentiality with respect to other financial settlement terms in an employment separation, namely the nature of the financial settlement itself, and other benefits in addition to a financial sum,
 - (ii) where an NDA is employed to ensure appropriate confidentiality of personal information (e.g., for the purposes of compliance with privacy legislation),
 - (iii) where an obligation is included in a contract which requires an employee or contractor to maintain confidentiality in respect to information they become aware of in the course of their employment/engagement, except insofar as disclosure is necessary for the proper performance of their duties, to disclose allegations of misconduct to a relevant authority, or to comply with the law, and
 - (iv) where a confidentiality agreement is, for any reason, required by law,
- (c) laments and condemns non-disclosure agreements where they are, or have been used to cover up sin, silence victims, or avoid accountability,
- (d) calls to repentance anyone who has knowingly and intentionally used non-disclosure agreements for the purpose of covering up sin, silencing victims or avoiding accountability,
- (e) encourages all parishes, diocesan organisations, and schools to –
 - (i) adopt a policy in relation to the use of Non-Disclosure Agreements (NDAs) which reflects the principles of the Report and the recommendations made at paragraphs 36, 37, and 38, or
 - (ii) make a public "pledge" in relation to the use of NDAs which reflects the principles of the Report and the recommendations made at paragraphs 36, 37, and 38,

- (f) requests the Standing Committee to develop and publish a model policy and a model pledge in relation to the use of NDAs which reflects the principles of the Report and the recommendations made at paragraphs 36, 37, and 38 and to circulate this policy and pledge to all parishes, diocesan organisations and schools with an encouragement to consider adopting one or the other,
- (g) encourages all parishes, diocesan organisations, and schools to consider whether they have used NDAs in the past which contravene the principles and recommendations of the Report, and, if they have done so, to welcome approaches from those who may have been subject to such NDAs (or their representative) with a view to considering the offer of an apology for the use of such NDAs, and, the offer of a formal (written) release from the terms of the NDA, and
- (h) agrees to consider a motion at the next session of Synod by which the Synod will apologise to all those who have, historically, been subject to NDAs which contravene the principles and recommendations of the Report.'

Seconded

The Rev Michael Doyle moved as an amendment to Archdeacon Flinders' motion –

'Omit subparagraph (b)(i), with consequential re-lettering.'

Seconded

Mr Doyle's amendment was put and was not carried.

Archdeacon Flinders' motion was carried without amendment.

Mrs Stacey Chapman led the Synod in prayer for this matter.

9.2 **SRE and the Office of the Children's Guardian**

Debate resumed on the motion, moved by Ms Polly Seidler.

Having been granted leave, the Rev Joseph Wiltshire moved as an amendment to Ms Seidler's motion –

'Omit paragraph (f).'

Seconded

Ms Heather Carr moved as an amendment to Ms Seidler's motion –

'Omit paragraphs (c), (d), (e) and (f), and insert instead the matter –

- “(c) notes that SRE teachers and helpers must hold a verified current Working with Children Check (**WWCC**) clearance (among many other qualifications) in order to be authorised by a parish, and can no longer be authorised if their WWCC expires, or notification is received that their WWCC status is closed, barred, or interim barred; further noting the requirement to inform the NSW Department of Education of changes to WWCC status for SRE workers,
- (d) reminds all parishes that authorise SRE teachers and helpers to proactively monitor WWCC expiry dates and maintain up to date contacts with the Office of the Children's Guardian so as to receive any notifications in a timely manner, and
- (e) requests the Youthworks SRE Office and the Office of the Director of Safe Ministry, as a matter of urgency, to communicate clear guidelines to parishes regarding the process to be followed for removing the authorisation of an SRE teacher/helper who no longer has a current WWCC clearance, including the mechanism for notifying the Department of Education.”

Seconded

The Rev Andrew Schmidt moved as an amendment to Ms Seidler's motion –

'In paragraph (f), omit the word "requests", and insert instead the matter "pending advice from Youthworks, advises".'

Seconded

Ms Carr's amendment to Ms Seidler's motion was put and was carried.

As a consequence, the amendments of Mr Wiltshire and Mr Schmidt lapsed.

Ms Seidler's motion, as amended, was carried in the following form –

'Synod –

- (a) thanks God for the privilege of Special Religious Education (**SRE**) in New South Wales public schools that empowers parents with the dignity of choice in the faith education of their child/ren,
- (b) notes that SRE teachers and helpers comprise Australia's largest weekly volunteer labour force and contribute to the spiritual and psychological wellbeing of students, strengthen the multicultural fabric of local school communities, and deliver other societal benefits,
- (c) notes that SRE teachers and helpers must hold a verified current Working with Children Check (**WWCC**) clearance (among many other qualifications) in order to be authorised by a parish, and can no longer be authorised if their WWCC expires, or notification is received that their WWCC status is closed, barred, or interim barred; further noting the requirement to inform the NSW Department of Education of changes to WWCC status for SRE workers,
- (d) reminds all parishes that authorise SRE teachers and helpers to proactively monitor WWCC expiry dates and maintain up to date contacts with the Office of the Children's Guardian so as to receive any notifications in a timely manner, and
- (e) requests the Youthworks SRE Office and the Office of the Director of Safe Ministry, as a matter of urgency, to communicate clear guidelines to parishes regarding the process to be followed for removing the authorisation of an SRE teacher/helper who no longer has a current WWCC clearance, including the mechanism for notifying the Department of Education.'

10. Additional calling of motions

The President called the motions in the order in which they appeared on the business paper, other than those to be considered at a time fixed by the Synod, in accordance with the procedural motion shown at item 7.1.

No items were passed formally as a result.

11. Motions

11.1 Spirit-led evolution of the pathway to ordination of women

Professor Bernard Stewart AM moved –

'Synod –

- (a) gives thanks to God for healing across the worldwide Anglican Communion, and specifically across the Anglican Church of Australia as passionately-held differences on biblical interpretation held in the 1980s have transitioned to the recognition of "God-given diversity" as described in the Jerusalem Declaration,
- (b) recognises that national Anglican churches within GAFCON ordain women as priests, in common with many national Anglican churches identified as aligned with the See of Canterbury,
- (c) acknowledges that, forty years or more ago, difference in biblical interpretation between certain Australia Dioceses were marked, with Sydney Synod receiving multiple assessments by the Doctrine Commission including (8/87; 1988) "a woman

may not take the responsibility for the teaching of the faith in the family congregation”,

- (d) notes that, where once there was declared impaired fellowship with one Diocese which pursued women’s ordination in the absence of national consensus,
- (e) now, as the Archbishop has advised Synod (2023), such impaired fellowship with any Diocese is no longer recognised,
- (f) affirms the view (Bishop Glenn Davies, 2016) that each member’s assessment of women’s ordination to the presbyterate is the only basis for any further decision making, with diversity of opinion also recognised, and
- (g) in considering such ordination, gives thanks to God for the ministry of women variously appointed bishops, priests and deacons across the Anglican Church of Australia and prays for continuing outpouring of the Holy Spirit upon all women who are ordained.’

Seconded

Bishop Michael Stead moved as a procedural motion –

‘That Professor Stewart’s motion not be voted on.’

Seconded

Bishop Stead’s procedural motion was put and was carried.

Archdeacon Kara Hartley led the Synod in prayer for women in ministry in the Diocese.

12. Prayer for Special Religious Education

In accordance with Standing Order 3.6(1), the President invited Ms Heather Carr to lead the Synod in prayer for Special Religious Education in the Diocese.

13. Procedural motions from members

13.1 Consideration of motions on the Business Paper

Mr Samuel Doherty moved as a procedural motion –

‘That Synod continue in session until consideration of all motions on the Business Paper is completed, and suspends so many of the Standing Orders as would prevent these arrangements.’

8 members stood in their place to object to the suspension of business rules without notice.

Mr Doherty’s procedural motion therefore lapsed.

14. Synod in the Greenfields presentation

Mrs Patricia Jackson gave a presentation, including a video presentation, regarding the Synod in the Greenfields event held on Saturday 14 September.

The Rev Mark Collins led the Synod in a prayer of thanks for the Synod in the Greenfields event.

15. Closure

15.1 Synod in the Greenfields

Bishop Peter Lin moved –

'Synod gives thanks for the partnership in ministry expressed by Rouse Hill Anglican College, the Western Regional Council, the parishes of Annandale, Stanhope, Rouse Hill, Quakers Hill, Cambridge Park, Richmond, Marsden Park and Rooty Hill, and all the volunteers who served so eagerly to make the Synod in the Greenfields such a wonderful and helpful occasion.'

Seconded and carried by acclamation

15.2 Minutes of 24 September 2024

Mrs Briony Bounds moved –

'Synod authorises the President to sign the minutes of 24 September 2024 upon the production to the Standing Committee of the certificate of any 2 members of the Minute Reading Committee.'

Seconded and carried with acclamation

15.3 Leadership of Bible studies

Bishop Michael Stead moved –

'Synod records its appreciation for the preaching of the Rev Graeme Howells at the Synod Service and the encouraging Bible Studies of the Rev Kevin Kim during this session.'

Seconded and carried by acclamation

15.4 Committees and Officers of the Synod

Archdeacon Kara Hartley moved –

'Synod records its appreciation for –

- (a) the President and his chairmanship,
- (b) the Chair and Deputy Chairs of Committee and their work in the consideration of the text of ordinances and policies,
- (c) the members who helped during the session by giving advice and serving the Synod, especially the Chancellor and Deputy Chancellors, Registrar, Archdeacon to the Archbishop, Chair of Committee, the Synod Secretary, as well as the Order of Business and Minute Reading Committees, and
- (d) the services given by the staff of SDS and the Archbishop's Office, Anglican Media, the music team, Bible readers, Wesley staff, and all those who have helped facilitate this session of Synod.'

Seconded and carried by acclamation

Adjournment

At 9:31 pm, Archdeacon Simon Flinders moved –

'Synod adjourns without appointing another day of meeting.'

Seconded and carried by acclamation

Following the adjournment, members joined in the singing of the hymn 'Jerusalem', after which the President gave the Benediction.

We certify that, to the best of our recollection, these minutes are a correct record of the Synod's proceedings.

Two Members of the)
Minute Reading Committee)

Signed by the President

21 October 2024